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**The wage structure  
of White female  
graduates in  
1981**

**Die loonstruktuur  
van gegradueerde  
Blanke vroue in  
1981**

1981

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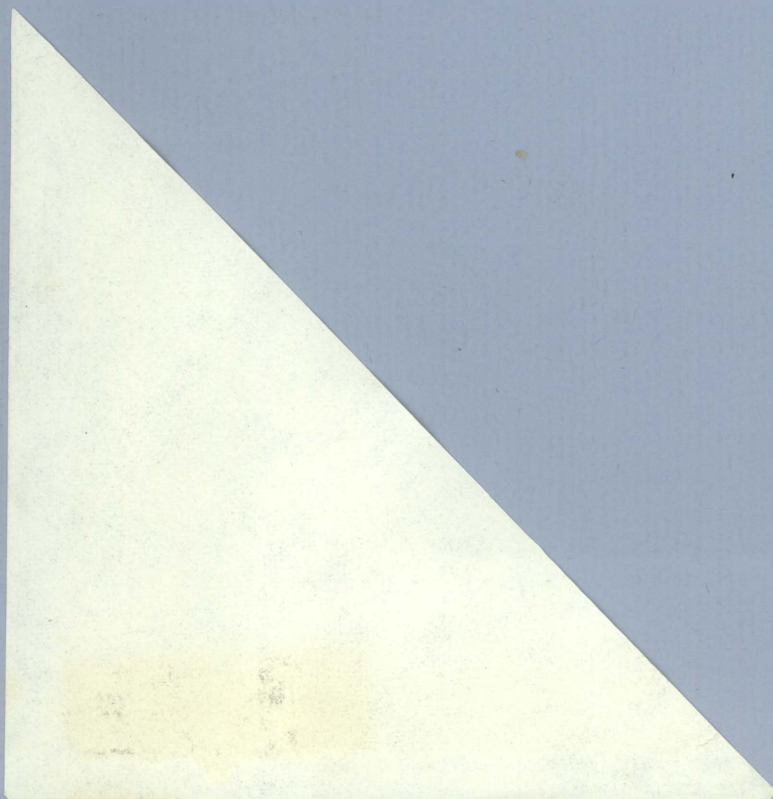
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THE WAGE STRUCTURE OF WHITE FEMALE GRADUATES IN 1981  
DIE LOONSTRUKTUUR VAN GEGRADUEERDE BLANKE VROU IN 1981



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**THE WAGE STRUCTURE OF WHITE FEMALE GRADUATES IN 1981  
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SUID-AFRIKAANSE INSTITUUT VIR MANNEKRAGNAVORSING  
PRETORIA  
1981**

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# THE WAGE STRUCTURE OF WHITE FEMALE GRADUATES IN 1981

## 1 BACKGROUND AND AIM

Wage levels play an important role in the demand for and supply of manpower and the ultimate utilization of labour in a country. Wage surveys therefore also form part of the manpower research programme of the South African Institute for Manpower Research of the HSRC. Wage levels change and regular surveys are therefore necessary so that fluctuations and trends over a period of time can be determined. The first survey on the wage structure of graduates was conducted in 1971 and since then a survey has been conducted every second year. The 1981 wage survey is therefore the sixth in the series.

Since the first survey, enquiries have revealed that there is a fundamental lack of information on wage structures. It has been found that analyses of wage structures are used *inter alia* to provide occupational information for the individual, for counselling purposes and for personnel administration.

White women have not been included in all the surveys conducted since 1971. In 1973 women were included in the survey, but since the largest group of economically active women were teachers (49,9 %) and the number of women in other occupations too small for further analyses, women were not included in the 1975 survey. During 1976 the career-mindedness of university trained White women was studied and it was found that the variety of occupations justified a report on wage structures. A report on the wage structure of women in 1976 was therefore published. Women were excluded from the 1977 survey but were in fact included again in 1979 and 1981.

The aim of this report is to analyse the wage structure of White female graduates as at 1 March 1981 and where possible to compare the data with those for 1979.

This report is part of a series of reports on the wage structure of graduates. Other reports in the series are:

- The wage structure of White male graduates in 1981 (MR 84). This report contains analyses of the wage structure of males according to occupation, employer, age, geographical distribution, fringe benefits, etc.
- The wage structure of graduate engineers in 1981 (MR 85). This report contains in-depth analyses of the wage structure of engineers, such as wage structure according to branch of engineering, field of study and professional status. The wage structure of engineers in managerial posts is also analysed.
- The profitability of occupations and fields of study pursued by graduates (MR 88). The profitability of a number of occupations and fields of study is determined by the estimation of the total income that can be earned during a person's working life in an occupation or field of study. Measurable cost factors such as study costs, period of study and income tax are also taken into consideration.

# DIE LOONSTRUKTUUR VAN GEGRADUEERDE BLANKE VROUE IN 1981

## 1 AGTERGROND EN DOEL

Loonpeile speel 'n belangrike rol in die vraag na en aanbod van mannekrag en die uiteindelijke benutting van arbeid in 'n land. As deel van die mannekragnavorsingsprogram van die Suid-Afrikaanse Instituut vir Mannekragnavorsing van die RGN word loonopnames dan ook onderneem. Loonpeile verander en daarom is gereelde opnames nodig sodat fluktuasies en tendense oor tyd vasgestel kan word. Die eerste opname oor die loonstruktuur van gegradueerdes is in 1971 onderneem en is daarna elke tweede jaar opgevolg. Die loonopname van 1981 is dus die sesde in die reeks.

Sedert die eerste opname het navrae getoon dat daar 'n wesentlike gebrek aan inligting oor loonstrukture bestaan. Daar is vasgestel dat die ontledings van die loonstrukture onder andere gebruik word vir beroepsinligting vir die beroepsbeoefenaar self, vir voorligting asook vir personeeladministrasie deur firmas.

Blanke vroue was nie by al die opnames wat sedert 1971 onderneem is, betrek nie. In 1973 is die vroue by die ondersoek ingesluit, maar omdat die grootste groep van die ekonomies bedrywige vroue onderwyseresse was (49,9 %) en die getal vroue in die ander beroepe te klein was vir verdere ontledings, is die vroue nie by die 1975-opname betrek nie. Gedurende 1976 is die beroepsgerigtheid van universiteitsopgeleide Blanke vroue ondersoek en die studie het getoon dat die verskeidenheid van beroepe 'n verslag oor die loonstrukture regverdig. 'n Verslag oor die loonstruktuur van vroue in 1976 is gevolglik gepubliseer. Daarom is die vroue nie by die opname van 1977 betrek nie, maar wel weer in 1979 en 1981.

Die doel van hierdie verslag is om die loonstruktuur van gegradueerde Blanke vroue soos op 1 Maart 1981 te ontleed en om die gegewens waar moontlik met dié van 1979 te vergelyk.

Hierdie verslag is deel van 'n reeks van verslae oor die loonstruktuur van gegradueerdes. Die ander verslae in die reeks is die volgende:

- Die loonstruktuur van gegradueerde Blanke mans in 1981 (MN 84).

In die verslag verskyn ontledings oor die loonstruktuur van mans volgens beroep, werkgewer, ouderdom, geografiese verspreiding, byvoordele, ensovoorts.
- Die loonstruktuur van gegradueerde ingenieurs in 1981 (MN 85).

Breedvoerige ontledings oor die loonstruktuur van ingenieurs, soos loonstruktuur volgens tak van ingenieurswese, studierigting en professionele status verskyn in die verslag. Die loonstruktuur van ingenieurs in bestuursposte word ook ontleed.
- The profitability of occupations and fields of study pursued by graduates (MR 88) (verslag in Engels).

Die winsgewendheid van 'n aantal beroepe en studierigtings word bepaal deur die raming van die totale inkomste wat oor die arbeidsleef tyd in 'n beroep of studierigting verdien kan word. Meetbare kostefaktore soos studiekoste, studietydperk en inkomstebelasting word in ag geneem.

- The wage structure of Asian, Black and Coloured graduates in 1981 (MR 87). This report analyses the wage structure of these population groups according to occupation, employer sector, fringe benefits, etc.

## 2 THE SURVEY GROUP AND QUESTIONNAIRE

It is estimated that there are approximately 70 000 White female graduates and persons with equivalent qualifications in the country. Because there is no source providing the addresses of this group, the National Register of Natural and Social Scientists is used. The Register is kept up to date by the HSRC's Institute for Manpower Research and contains about a 60 % sample of the total number of White female graduates. The Register records *inter alia* the names, addresses, sex, age, language and educational qualifications of graduates.

White females who reside in the RSA and SWA and whose names and addresses appear in the Register as at 1 March 1981 are included in the investigation. A questionnaire was sent to each of the 34 972 females (henceforth called the National Register group) of which 12 300 (or 35,2 %) completed questionnaires were returned. Henceforth, the latter group is referred to as the respondents group.

The following data were collected with the aid of the questionnaire:

- Occupation pursued
- Work status
- Employer sector
- Economic sector of employer
- Years of job experience
- Working hours and working weeks
- Income
- Fringe benefits
- Marital status

Details in respect of the respondent's qualifications, age, language and address were obtained from the Register. The anonymity of a respondent was protected throughout since the data on a completed questionnaire were never linked with the name of a respondent.

## 3 REPRESENTATIVENESS

As mentioned above, the names of 34 972 females to whom questionnaires were sent, were obtained from the Register. In 1970 the Register was a representative sample of the graduate population of the country (Ebersohn, D. *Graduate Manpower of South Africa*, HSRC, 1972). Because the Register is kept up to date, it is probably still a representative sample. Consequently the respondents group was compared with the National Register group as far as age distribution, distribution of the highest qualification level obtained, language distribution and geographical distribution are concerned (Tables 1 to 4).

The tables show that the percentual deviations in respect of aspects compared are relatively small and insignificant. The respondents group is therefore accepted as a representative sample of the National Register group and consequently also of the total number of White female graduates in the country.

- The wage structure of Asian, Black and Coloured graduates in 1981 (MR 87).

Die volksgroepe se loonstruktuur is ontleed volgens beroep, werkgewersector, byvoordele, ensovoorts.

## 2 DIE ONDERSOEKGROEP EN VRAELYS

Na raming is daar ongeveer 70 000 gegradueerde Blanke vroue en gelykwaardig gekwalifiseerdes in die land. Omdat daar geen bron is waarin die adresse van hierdie groep vroue voorkom nie, word die Nasionale Register van Natuur- en Geesteswetenskaplikes gebruik. Die Register word deur die Instituut vir Mannekragnavorsing van die RGN in stand gehou en bevat ongeveer 'n 60 % steekproef van die totale aantal gegradueerde Blanke vroue. In die Register word onder andere die name, adresse, geslag, ouderdom, taal en opvoedkundige kwalifikasies van gegradueerdes aangeteken.

Die Blanke vroue wat in die RSA of SWA woonagtig is en wie se name en adresse soos op 1 Maart 1981 in die Register verskyn, is by die ondersoek betrek. Aan hierdie 34 972 vroue (voortaan die Nasionale Registergroep genoem) is elkeen 'n vraelys gestuur en 12 300 (of 35,2 %) ingevulde vraelyste is terugontvang. Die laasgenoemde groep word voortaan die respondentegroep genoem.

Met behulp van die vraelys is die volgende gegewens ingewin:

- Beroep wat beoefen word
- Werkstatus
- Werkgewersector
- Ekonomiese sektor van werkgewer
- Jare werkervaring
- Werksure en werksweke
- Inkomste
- Byvoordele
- Huwelikstatus

Besonderhede oor die respondent se kwalifikasies, ouderdom, taal en adres is van die Register verkry. 'n Respondent se anonimiteit is deurentyd streng beskerm omdat 'n ingevulde vraelys se gegewens nooit aan die naam van 'n respondent gekoppel is nie.

## 3 VERTEENWOORDIGENDHEID

Soos reeds genoem is die name van die 34 972 vroue aan wie vraelyste gestuur is, van die Register verkry. Die Register was in 1970 'n verteenwoordigende steekproef van die gegradueerde bevolking van die land (Ebersohn, D. *Gegradueerde Mannekrag van Suid-Afrika*, RGN, 1972). Aangesien die Register op datum gehou word, is die Register waarskynlik nog steeds 'n verteenwoordigende steekproef. Gevolglik word die respondentegroep met die Nasionale Registergroep vergelyk ten opsigte van ouderdomsverspreiding, verspreiding van die hoogste kwalifikasiepeil behaal, taalverspreiding en geografiese verspreiding (tabelle 1 tot 4).

Die tabelle toon dat die persentuele afwykings met betrekking tot die aspekte wat vergelyk word relatief klein en onbeduidend is. Die respondentegroep word dus as 'n verteenwoordigende steekproef van die Nasionale Registergroep aanvaar en gevolglik ook van die totale aantal Blanke gegra-

**TABLE 1  
COMPARISON BETWEEN THE NATIONAL REGISTER AND RESPONDENTS GROUP ACCORDING TO AGE**

Age	National Register group Nasionale Registergroep		Respondents group Respondentegroep		Ouderdom
	N	%	N	%	
20-24	4416	12,6	1615	13,1	20-24
25-29	9642	27,6	3148	25,6	25-29
30-34	5850	16,7	1911	15,5	30-34
35-39	4167	11,9	1440	11,7	35-39
40-44	2650	7,6	1004	8,2	40-44
45-49	1913	5,5	700	5,7	45-49
50-54	1869	5,3	750	6,1	50-54
55-59	1541	4,4	622	5,1	55-59
60-64	1109	3,2	420	3,4	60-64
65+	1815	5,2	690	5,6	65+
<b>TOTAL</b>	<b>34972</b>	<b>100</b>	<b>12300</b>	<b>100</b>	<b>TOTAAL</b>
Me age	32,4		33,1		Me ouderdom

**TABEL 1  
VERGELYKING VAN DIE NASIONALE REGISTER- EN RESPONDENTEGROEP VOLGENS OUDERDOM**

**TABLE 2  
COMPARISON BETWEEN THE NATIONAL REGISTER AND RESPONDENTS GROUP ACCORDING TO LEVEL OF HIGHEST QUALIFICATION**

Highest qualification level obtained	National Register group Nasionale Registergroep		Respondents group Respondentegroep		Hoogste kwalifikasiepeil behaal
	N	%	N	%	
Diploma equivalent to a B. degree	560	1,6	227	1,9	Diploma gelykwaardig aan B.-graad
B. degree	17954	51,3	6191	50,3	B.-graad
Post-graduate diploma	9593	27,4	3229	26,3	Nagraadse diploma
B. Hons. and post-graduate B. degree	4778	13,7	1767	14,4	B. Hons. en nagraadse B.-graad
M. degree	1700	4,9	712	5,8	M.-graad
D. degree	387	1,1	174	1,4	D.-graad
<b>TOTAL</b>	<b>34972</b>	<b>100</b>	<b>12300</b>	<b>100</b>	<b>TOTAAL</b>

**TABEL 2  
VERGELYKING VAN DIE NASIONALE REGISTER- EN RESPONDENTEGROEP VOLGENS PEIL VAN HOOGSTE KWALIFIKASIE**

**TABLE 3  
LANGUAGE DISTRIBUTION OF THE NATIONAL REGISTER AND RESPONDENTS GROUP**

Language	National Register group Nasionale Registergroep		Respondents group Respondentegroep		Taal
	N	%	N	%	
Afrikaans	18412	52,7	6522	53,0	Afrikaans
English	16560	47,4	5778	47,0	Engels
<b>TOTAL</b>	<b>34972</b>	<b>100</b>	<b>12300</b>	<b>100</b>	<b>TOTAAL</b>

**TABEL 3  
TAALVERDELING VAN DIE NASIONALE REGISTER- EN RESPONDENTEGROEP**

**TABLE 4  
GEOGRAPHICAL DISTRIBUTION OF THE  
NATIONAL REGISTER AND  
RESPONDENTS GROUP**

**TABEL 4  
GEOGRAFIESE VERSPREIDING VAN  
DIE NASIONALE REGISTER- EN  
RESPONDENTEGROEP**

Geographical distribution	National Register group Nasionale Registergroep		Respondents group Respondentegroep		Geografiese verspreiding
	N	%	N	%	
<b>Transvaal</b>					<b>Transvaal</b>
Johannesburg	2144	6,1	758	6,2	Johannesburg
Pretoria	2121	6,1	839	6,8	Pretoria
Rest of W-V area	5897	16,9	1912	15,5	Res van W-V-gebied
Rest of Transvaal	7903	22,6	2749	22,4	Res van Transvaal
<b>Cape Province</b>					<b>Kaapprovinsie</b>
Cape Peninsula	4450	12,7	1545	12,6	Kaapse Skiereiland
Port Elizabeth and Uitenhage	299	0,9	120	1,0	Port Elizabeth en Uitenhage
Rest of Cape Province	5151	14,7	1871	15,2	Res van Kaapprovinsie
<b>Natal</b>					<b>Natal</b>
Durban	1733	5,0	628	5,1	Durban
Rest of Natal	2504	7,2	973	7,9	Res van Natal
<b>Orange Free State</b>					<b>Oranje Vrystaat</b>
Bloemfontein	344	1,0	122	1,0	Bloemfontein
Rest of OFS	2190	6,3	689	5,6	Res van OVS
<b>South West Africa</b>	125	0,4	57	0,5	<b>Suidwes-Afrika</b>
<b>National states</b>	111	0,3	37	0,3	<b>Nasionale state</b>
<b>TOTAL</b>	<b>34972</b>	<b>100</b>	<b>12300</b>	<b>100</b>	<b>TOTAAL</b>

The respondents group represents approximately a 20 % sample of the total number of White female graduates in the country.

#### 4 EXPLANATORY REMARKS

The following explanatory remarks are necessary for the interpretation of the analyses.

##### 4.1 Female graduates and women with equivalent qualifications

In the description of the survey group mention was made of the fact that female graduates and women with equivalent qualifications were included in the investigation. This means that women in possession of at least a Bachelor's degree or another qualification (diploma or certificate) which, for the purposes of the National Register, is considered to be at least equivalent to a B. degree, were included in the investigation. Diplomas in Pharmacy (Dip. Pharm.) and Law (Dip. Proc.) *inter alia*, are considered to be equivalent to a B. degree.

##### 4.2 Occupations

The respondents were requested to give a functional definition of their occupations (as at 1 March 1981), irrespective of qualifications, training or rank. The title of the occupation indicated was used to classify respondents into an occupational category. A lecturer or manager with a qualification in engineering for example, is therefore classified as a lecturer or manager and not as an engineer.

It will be noticed that an abridged version of occupations with long names appears in the tables. In an appendix to this report there is a list of occupations in which all the occupations relevant in this report are mentioned. The occupations are arranged alphabetically according to the English title of the occupation and a number is allocated to each occupation. Since the HSRC uses one list of occupations for all graduates, but in this investigation only certain occupations were indicated by respondents, there are missing numbers in the list of occupations. The titles of occupations are indicated in numerical and alphabetical sequence in English in the tables.

Readers wishing to look up the title of an occupation in Afrikaans in the tables are advised first to find out the code number of the occupation with the aid of the Afrikaans alphabetical list of occupations (also an appendix to this report).

The category, "other occupations" in the tables refers to a series of occupations in each of which there are four or fewer persons (see also Paragraph 4.11).

##### 4.3 Work status

Respondents were requested to indicate whether they practise their occupation on a full-time or part-time basis. When it comes to work status working women are an extremely heterogeneous group and therefore the data on full-time and part-time working women are analysed separately.

##### 4.4 Working hours

It is well known that the number of working hours that a worker devotes to the pursuit of his occupation can influen-

dueerde vroue in die land. Die respondentegroep verteenwoordig ongeveer 'n 20 %-steekproef van die totale aantal Blanke gegradueerde vroue in die land.

#### 4 VERDUIDELIKENDE OPMERKINGS

Die volgende verduidelikende opmerkings is vir die interpretasie van die ontledings nodig.

##### 4.1 Gegradueerde en gelykwaardig gekwalifiseerde vroue

In die beskrywing van die ondersoekgroep is vermeld dat gegradueerde en gelykwaardig gekwalifiseerde vroue by die ondersoek ingesluit is. Dit beteken dat vroue wat in besit is van minstens 'n Baccalaureusgraad of 'n ander kwalifikasie (diploma of sertifikaat) wat vir die doeleindes van die Nasionale Register as minstens gelykwaardig aan 'n B.-graad beskou word, ingesluit is by die ondersoek. Diplomas in Farmasie (Dip. Pharm.) en Regte (Dip. Proc.) word onder andere as gelykwaardig aan 'n B.-graad beskou.

##### 4.2 Beroepe

Die respondente is versoek om 'n funksionele omskrywing van hul beroepe te gee (soos op 1 Maart 1981), ongeag kwalifikasies, opleiding of rang. Die beroepsbenaming wat aangedui is, is gebruik om respondente in 'n beroepskategorie te klassifiseer. 'n Lektor of bestuurder met byvoorbeeld 'n kwalifikasie in die ingenieurswese is dus by lektor of bestuurder geklassifiseer en nie by ingenieur nie.

Daar sal opgemerk word dat 'n verkorte weergawe van lang beroepsname in die tabelle verskyn. In 'n bylae tot hierdie verslag verskyn 'n beroepslys waarin al die beroepe ter sake in hierdie ondersoek vermeld word. Die beroepe is volgens die Engelse beroepsnaam alfabeties gerangskik en 'n nommer is aan elke beroep toegeken. Aangesien die RGN een beroepslys vir alle gegradueerdes gebruik, maar in hierdie ondersoek net sekere beroepe deur respondente aangedui is, is daar ontbrekende nommers in die beroepslys. Die beroepsname word in 'n numeriese en alfabetiese volgorde in Engels in die tabelle getoon.

Lesers wat 'n beroepsnaam in Afrikaans in die tabelle wil naslaan, word aanbeveel om eers die kodenommer van die beroep vas te stel met behulp van die Afrikaanse alfabetiese beroepslys (ook as 'n bylae tot hierdie verslag).

Die kategorie "ander beroepe" in die tabelle verwys na 'n reeks van beroepe waarin elk vier of minder persone voorkom (kyk ook paragraaf 4.11).

##### 4.3 Werkstatus

Respondente is versoek om aan te dui of hulle hul beroep voltyds of deelyds beoefen. Werkende vroue is ten opsigte van werkstatus 'n baie heterogene groep en daarom word die voltydse en deelydse werkende vroue se gegewens apart ontleed.

##### 4.4 Werksure

Dit is welbekend dat die aantal werksure wat die werker aan die beoefening van sy beroep bestee, 'n invloed op sy in-

ce his income. Normally for example, a lower wage is paid to a part-time employee than to a full-time employee.

Respondents were asked to indicate the number of hours normally spent a week (office hours, overtime and after hours) on occupational activities for the object of financial gain. Since leave benefits can also affect working hours, respondents were also requested to indicate the number of working weeks a year that are normally spent on occupational activities. With the aid of the working hours and weeks indicated, occupational practitioners' working hours per week were adjusted ( $\text{hours} \times \text{weeks} \div 52$ ) so that the working hours of different occupations could be compared. In the calculations, the number of hours spent in the pursuit of an occupation on a voluntary basis without remuneration was not taken into consideration.

Some of the respondents did not provide any information on working hours and/or working weeks and were therefore excluded from the calculation of the median working hours of the specific group. The median working hours for groups smaller than ten are therefore not indicated in the tables.

#### 4.5 Employer sector

The respondents were requested to indicate the employer sector in which they practise their occupation. One of seven categories could be marked. In the analyses the seven categories were often grouped together since groups of persons were otherwise too small for analysis. The categories (indicated by abbreviations in the tables) are the following:

##### (a) Employees in the public sector

The following four categories refer jointly to the public sector:

- (i) Government (i.e. employees of the government and the provincial administrations).
- (ii) Local authorities (City or town councils, regional authorities, administration boards, for example.)
- (iii) Semi-government (i.e. semi-government, government-controlled or government-aided organizations, such as universities, the SAR & H, HSRC, CSIR, control boards, SABS, SABC).
- (iv) Government and semi-government (categories (i) and (iii) together and usually refers to doctors with a three-fold appointment).

##### (b) Employees in the private sector

The following two categories refer to this group of employees:

- (i) Public corporations (ISCOR, SASOL, ESCOM, ARMS-COR, Rand Water Board, for example).
- (ii) Private firms (private firms, churches, mines, agricultural co-operatives, for example).

##### (c) Employees

When the term "employees" appears in the report, it refers to employees in the public and private sector together ((a) and (b) above).

komste kan uitoefen. Normaalweg word byvoorbeeld 'n laer loon aan 'n deeltydse werknemer betaal as aan 'n voltydse werknemer.

Respondente is versoek om die aantal ure wat normaalweg per week (dit is kantoorure, oortyd en na-uurs) vir finansiële voordeel aan beroepsaktiwiteite bestee word, aan te dui. Aangesien verlofvoordele ook 'n invloed op die werksure kan uitoefen, is respondente ook versoek om die aantal werksweke per jaar wat normaalweg aan beroepsaktiwiteite bestee word, aan te dui. Met behulp van die werksure en -weke wat aangedui is, is beroepsbeoefenaars se werksure per week aangepas ( $\text{ure} \times \text{weke} \div 52$ ) sodat die werksure tussen beroepe vergelykbaar is. In die berekening is die aantal ure wat op 'n vrywillige basis sonder vergoeding aan die beroep bestee word, nie in ag geneem nie.

Van die respondente het nie inligting oor die werksure en of werksweke verstrekkend nie en is dus weggelaat in die berekening van die mediaanwerksure per week van die spesifieke groep. Die mediaanwerksure vir groepe kleiner as 10 word nie in die tabelle gerapporteer nie.

#### 4.5 Werkgewersektor

Die respondente is versoek om die werkgewersektor aan te dui waarin sy haar beroep beoefen. Een van sewe kategorieë kon gemerk word. In die ontledings word die sewe kategorieë dikwels saamgegroepeer aangesien groepe persone andersins te klein is vir ontleding. Die kategorieë (wat deur afkortings in die tabelle aangedui word) is die volgende:

##### (a) Werknemers in die openbare sektor

Die volgende vier kategorieë gesamentlik verwys na die openbare sektor.

- (i) Staat. (Dit is werknemers van die Staat en provinsiale administrasies.)
- (ii) Plaaslike owerhede. (Byvoorbeeld stads- of dorpsrade, streekowerhede, administrasierade.)
- (iii) Semi-staat. (Dit is semi-staats, staatsbeheerde of staats-ondersteunde organisasies soos universiteite, SAS & H, RGN, WNNR, beheerrade, SABS, SAUK.)
- (iv) Staat en semi-staat. (Dit is kategorie (i) en (iii) gesamentlik en verwys gewoonlik na medici met 'n driedelige aanstelling.)

##### (b) Werknemers in die private sektor

Die volgende twee kategorieë verwys na hierdie groep werknemers.

- (i) Openbare korporasies. (Byvoorbeeld YSKOR, SASOL, EVKOM, KRYGKOR, Randwaterraad.)
- (ii) Private firmas. (Byvoorbeeld private firmas, kerke, myne, landboukoöperasies.)

##### (c) Werknemers

Indien die afkorting "werknemers" in die verslag voorkom, verwys dit na die werknemers in die openbare en private sektor (a en b hierbo) gesamentlik.



#### (d) Self-employed

This sector refers to persons with their own practices, enterprises or businesses and includes (i) partners in professional undertakings and/or (ii) managing directors who own more than 50 % of a company's shares.

#### 4.6 Economic sector

Thirteen economic sectors are distinguished in the questionnaire. The respondents were requested to mark one category that describes the primary activity (business) of their full-time employers (or of themselves if they are self-employed). In the tables key words are used to refer to the sectors.

- Forestry, agriculture, fisheries
- Mining (including digging and quarrying)
- Electricity, gas and water supply (including generation, production, purification and distribution)
- Building and construction
- Manufacturing (including production, processing, printing and newspapers)
- Transport, storage and communication (SAR & H, postal services, SABC, SAA, etc.)
- Commerce (hotel-keeping, wholesale, retail, meat and motor trade)
- Financing (banks, building societies, IDC, properties, insurance, etc.)
- Medical, dental and other health services (including hospitals and veterinary services)
- Business services (advertising, consulting engineers, legal, architectural, accounting, auditing services, etc.)
- Other personal services (pastoral work, sport, entertainment, etc.)
- Protection services (police, defence force, prisons, traffic control, etc.)
- All other community and government services as rendered by the government (ordinary public service), provincial administrations, local authorities (city councils and regional authorities, for example), as well as by semi-government, government-controlled and government-aided organizations such as the CSIR, National Parks Board, control boards, etc.

#### 4.7 Geographical distribution

The geographical classification of respondents into areas is based on the postal address of the person as at 1 March 1981. In the analyses, thirteen areas are distinguished and the names of most of the areas are self-explanatory. The areas requiring further explanation are as follows:

- Johannesburg – including Randburg
- Pretoria – including Wonderboom
- Rest of the W-V area – i.e. the rest of the Witwatersrand-Vaal Triangle area, including Sasolburg
- National states – i.e. Lebowa and KwaZulu. Transkei, Bophuthatswana and Venda are excluded.

#### (d) Selfgeëmpleeerd

Hierdie sektor verwys na persone met eie praktyke, ondernemings of besighede en sluit in (i) vennote van professionele ondernemings en/of (ii) besturende direkteure wat meer as 50 % van 'n maatskappy se aandele besit.

#### 4.6 Ekonomiese sektor

Op die vraelys is dertien ekonomiese sektore onderskei. Die respondente is versoek om een kategorie te merk wat die vernaamste aktiwiteit (besigheid) van hul voltydse werkgewers (of hulself indien hul selfgeëmpleeerd is) beskryf. Sleutelwoorde word in die tabelle gebruik om na die sektore te verwys.

- Bosbou, landbou, visserye
- Mynbou (insluitende delf en steengroewery)
- Elektrisiteit, gas en watervoorsiening (insluitende opwekking, produksie, suiwering en verspreiding)
- Bou en konstruksie
- Fabriekswese (insluitende vervaardiging, verwerking, drukwerk en koerante)
- Vervoer, berging en kommunikasie (SAS & H, Poswese, SAUK, SAL, ens.)
- Handel (hotelwese, groot-, klein-, vleis- en motorhandel)
- Finanswese (banke, bouverenigings, NOK, eiendomme, versekering, ens.)
- Mediese, tandheelkundige en ander gesondheidsdienste (insluitende hospitale en veeartseny)
- Besigheidsdienste (advertensiewese, raadgewende ingenieurs, juridiese, argiteks-, rekenmeesters-, ouditeursdienste, ens.)
- Ander persoonlike dienste (sielsorg, sport, vermaak, ens.)
- Beskermingsdienste (polisie, weermag, gevangenisdiens, verkeerbeheer, ens.)
- Alle ander gemeenskaps- en owerheidsdienste soos onder andere gelewer deur die Staat (gewone staatsdiens), provinsiale administrasies, plaaslike owerhede (bv. stadsrade en streeksowerhede) asook deur semi-staats, staatsbeheerde en staatsondersteunde organisasies soos WNNR, Nasionale Parkeraad, beheerrade, ens.

#### 4.7 Geografiese verspreiding

Die geografiese indeling van respondente in gebiede is gebaseer op die posadres van die persoon soos op 1 Maart 1981. In die ontledings word 13 gebiede onderskei en die meeste gebiede se opskrifte is selfverduidelikend. Die gebiede wat verdere toeligting vereis, is die volgende:

- Johannesburg - sluit Randburg in
- Pretoria - sluit Wonderboom in
- Res van W-V-gebied - dit is die res van die Witwatersrand-Vaaldriehoekgebied en sluit Sasolburg in
- Nasionale state - dit is byvoorbeeld Lebowa en KwaZulu. Transkei, Bophuthatswana en Venda is uitgesluit.

#### 4.8 Years of job experience

In the comparison of wage structures, years of job experience are an important variable. Among employees in particular the person's income rises as her years of job experience increase. Respondents were asked in the questionnaire to indicate irrespective of employer, occupation or rank (vacation work excluded) the total number of years of job experience for which remuneration is received (full-time and/or part-time).

Some of the respondents did not answer the question in the questionnaire and this could mean that the number of persons in a specific group is greater than the number of persons who indicated years of job experience in that specific occupation. The number mentioned in the report, is the number of persons in that specific occupation.

In comparing the wage structures of employees in particular it is important to bear in mind throughout the years of job experience (indicated in most cases by the median years of job experience) of the occupational practitioners.

#### 4.9 Income

Respondents were requested to provide data as at 1 March 1981. It is known that employees in the public sector received salary increases of about 12 % on 1 April 1981. The salary increases received by employees in the private sector are not known. In this report the increases granted after 1 March 1981 are not taken into consideration.

Income in this report refers to the total salary and income received (excluding income from investments and fringe benefits and prior to taxation or any other deduction) obtained from the direct pursuit of the occupation, from the following sources:

##### (a) Basic salary/income

For employees this refers to the gross salary received and includes pensionable allowances. For self-employed persons it includes net income obtained from the pursuit of the occupation as well as salaried income obtained after hours from related salaried work.

- (b) Director's fee received as a result of the occupation indicated.
- (c) Income received from overtime, lecturing on a part-time basis and consultation.
- (d) Bonuses received, for example profit-sharing bonus, trade, production bonus and cash bonus (such as service, vacation or Christmas bonus).

#### 4.10 Fringe benefits

In the questionnaire, employees were asked to go through the list of fringe benefits and indicate whether or not they did in fact receive the fringe benefit. If they did receive the fringe benefit they were asked to give their own estimation of the average annual value of the benefit. The list of fringe benefits is as follows:

- (a) Pension (refers to the employer's contribution to a pension, provident and medical fund).

#### 4.8 Jare werkervaring

In die vergelyking van loonstrukture is jare werkervaring 'n belangrike veranderlike. Veral by werknemers styg die persoon se inkomste namate haar jare werkervaring toeneem. In die vraelys is respondente versoek om die totale aantal jare werkervaring waarvoor vergoeding ontvang is (voltyds en/of deelyds) ongeag werkgewer, beroep of rang (vakansiewerk uitgesluit) aan te dui.

Sommige respondente het nie die vraag op die vraelys beantwoord nie en dit kan dus gebeur dat die getal persone in 'n spesifieke beroep groter is as die getal persone wat jare werkervaring vir daardie beroep aangedui het. Die getal wat in die verslag gerapporteer word, is die getal persone in daardie spesifieke beroep.

In die vergelyking van loonstrukture van veral werknemers volgens beroep is dit belangrik om deurgaans kennis te neem van die jare werkervaring (in die meeste gevalle aangedui deur die mediaanwerkervaring) van die beroepsbeoefenaars.

#### 4.9 Inkomste

Die respondente is versoek om gegewens soos op 1 Maart 1981 te verstrek. Dit is bekend dat werknemers in die openbare sektor op 1 April 1981 salarisverhogings van ongeveer 12 % ontvang het. Die verhogings wat werkgewers in die private sektor toegestaan het, is onbekend. In hierdie verslag is die verhogings wat na 1 Maart 1981 toegestaan is, nie in berekening gebring nie.

Inkomste in hierdie verslag verwys na die totale salaris en inkomste ontvang (inkomste uit beleggings en byvoordele uitgesluit en voor belasting of enige ander aftrekking) as gevolg van die direkte beoefening van die beroep, uit die volgende bronne:

##### (a) Basiese salaris/inkomste

Vir werknemers verwys dit na die bruto salaris wat ontvang word en sluit pensioendraende toelaes in. Vir selfgeëmpleeëde persone sluit dit in die netto inkomste uit die beoefening van die beroep asook gesalarieerde inkomste ontvang deur na-uurse verbandhoudende gesalarieerde werk.

- (b) Direkteursgelde ontvang as gevolg van die beroep aangedui.
- (c) Inkomste verdien deur oortyd, onderrig in deelydse hoedanigheid en konsultasie.
- (d) Bonusse ontvang, byvoorbeeld winsdelings-, handels-, produksie- en kontantbonus (soos diens-, vakansie- of Kersfeesbonus).

#### 4.10 Byvoordele

In die vraelys is werknemers versoek om teenoor 'n lys van byvoordele aan te dui of hulle die byvoordeel ontvang of nie, en indien dit wel ontvang word, wat die gemiddelde jaarlikse waarde daarvan na hul mening is. Die lys van die byvoordele is die volgende:

- (a) Pensioen. (Dit verwys na die werkgewer se bydrae tot 'n pensioen-, voorsorg- en mediese fonds.)

- (b) Car (refers to a free or subsidized car for private use, as well as a travelling allowance).
- (c) Entertainment allowance.
- (d) Housing (this refers to a housing subsidy received – in other words the interest rate of the loan is subsidized by the employer – or accommodation at a low rental, low tariff or free. With regard to the latter, respondents were requested to indicate the difference between the normal and the amount that they actually pay).
- (e) Other fringe benefits (these include the employer's contribution towards clothing, telephone, insurance premiums, study aid, subsidized purchases, cafeteria facilities, etc.).

#### 4.11 Income not analysed

To ensure the anonymity of respondents, the income and value of the fringe benefits of four or fewer persons in a specific category are not indicated in the analyses. Occupations where there are four or fewer persons are therefore indicated jointly in the tables under the heading, "other occupations".

It will be noticed that all the occupations as indicated by the respondents are not analysed according to all the variables. The reason for this is that the number of persons in certain groups are too small, with the result that no meaningful analyses were possible for these groups.

#### 4.12 Percentile values

The income and cash value of fringe benefits received are indicated by means of percentile values. The percentile values 25; 50; 75 and where space permits, 10 and 90, are indicated in the tables. The percentile value 50, also called the median (Me), shows that 50 % of the persons in the group concerned receive more and 50 % less than the value indicated (R19 000 for example). The median value is considered to be a better index than the arithmetic mean because it is not sensitive to extremely high and extremely low income values.

The percentile values around the median, in other words the 10; 25; 75; and 90 percentile values provide details of the wage structure or range of wage levels in a specific group. The percentile value 25 indicates the point where 25 % of the group receive more and 75 % of the group less than the indicated value. Example: if the percentile values of medical practitioners with their own practice are given as R5 800 (percentile 10), R13 500 (percentile 25), R22 550 (percentile 50), R36 000 (percentile 75) and R40 000 (percentile 90) this means *inter alia* that

- 50 % of the medical practitioners earn more and 50 % less than R22 550.
- 10 % of the medical practitioners earn less and 90 % more than R5 800 and
- half (or 50 %) of the medical practitioners (the difference between percentile value 75 and 25) earn between R13 500 and R36 000.

- (b) Motor. (Dit verwys na 'n gratis of gesubsidieerde motor vir private gebruik, asook 'n reistoelae.)
- (c) Onthaaltoelae.
- (d) Behuising. (Dit verwys na 'n behuisingssubsidie ontvang – met ander woorde die rentekoers van die lening word deur die werkgewer gesubsidieer – of huisvesting of losies teen 'n lae huur, lae tarief of gratis. In die laasgenoemde geval is respondente versoek om die verskil tussen die normale en wat hul werklik betaal, aan te dui.)
- (e) Ander byvoordele. (Dit is voordele soos werkgewer se bydrae tot klere, telefoon, versekeringspremies, studiehulp, gesubsidieerde aankope, kafeteriafasiliteite, ensovoorts.)

#### 4.11 Inkomste nie ontleed nie

Om die anonimiteit van respondente te verseker, word die inkomste en waarde van byvoordele van vier of minder persone in 'n spesifieke kategorie nie in die ontledings getoon nie. Die beroepe waarin vier of minder persone voorkom, word dus gesamentlik onder die opskrif "ander beroepe" in die tabelle getoon.

Daar sal opgemerk word dat al die beroepe soos deur die respondente aangedui, nie volgens al die veranderlikes ontleed word nie. Die rede hiervoor is dat die getal persone in sekere beroepe te klein is, met die gevolg dat geen sinvolle ontledings vir die groepe moontlik was nie.

#### 4.12 Persentielwaardes

Die inkomste en geldwaarde van byvoordele ontvang, word met behulp van persentielwaardes aangedui. Die persentielwaardes 25;50;75 en waar ruimte dit toelaat ook 10 en 90 word in die tabelle getoon. Die persentielwaarde 50, of ook mediaan (Me) genoem, toon aan dat 50 % van die persone in die betrokke groep meer en 50 % minder as die aangeduide waarde (byvoorbeeld R19 000) ontvang. Die mediaanwaarde word as 'n beter indeks as die rekenkundige gemiddelde beskou omdat dit ongevoelig is vir uiters hoë en uiters lae inkomstewaardes.

Die persentielwaardes rondom die mediaan, met ander woorde die 10;25;75, en 90 persentielwaardes, verstrek besonderhede oor die loonstruktuur of spanwydte van loonpeile in 'n spesifieke groep. Die persentielwaarde 25 dui die punt aan waar 25 % van die groep meer en 75 % van die groep minder as die aangeduide waarde ontvang. Byvoorbeeld: indien die persentielwaardes van geneeshere met 'n eie praktyk aangedui word as R5 800 (persentiel 10), R13 500 (persentiel 25), R22 550 (persentiel 50), R36 000 (persentiel 75) en R40 000 (persentiel 90) beteken dit onder andere dat

- 50 % van die geneeshere meer en 50 % minder as R22 550 verdien
- 10 % van die geneeshere minder en 90 % meer as R5 800 verdien en
- die helfte (of 50 %) van die geneeshere (die verskil tussen persentielwaarde 75 en 25) tussen R13 500 en R36 000 verdien.

If the number of persons in a particular category becomes small, the percentile values are exposed to misinterpretation. For this reason the incomes opposite the percentile values 25 and 75 for groups smaller than 10 and incomes opposite the percentile values 10 and 90 for groups smaller than 20 are not indicated in the tables.

#### 4.13 Comparison of the 1981 and 1979 surveys

The data of the 1981 and 1979 surveys are compared in respect of occupation, years of job experience and employer sector only for those groups in which 20 or more persons are present.

As mentioned in Paragraph 4.9, the income of a person is determined by adding together the incomes from various sources. The 1979 survey did not take all the sources into consideration. For the 1979 income figures, director's fee and the profit-sharing bonus of employees were not included and for self-employed persons only net profit and income from related work done after hours were taken into consideration. This means that the 1981 survey can show a higher amount which can be ascribed to the income from the sources not included in the 1979 survey. The analyses show however that relatively few women receive an income from these sources and the comparison is therefore not noticeably influenced by them.

The cash value of fringe benefits is not taken into consideration throughout.

### 5 THE ANALYSES

According to Paragraph 2, the respondents group consisted of 12 300 women, 4 479 (or 36,4 %) of whom indicated that they were housewives, pensioners, post-graduate students or unemployed or for some or other reason (medically unfit for example) were not economically active (see Table 5). Two groups were selected from the 7 821 economically active women, namely a group of 6 519 full-time workers and a group of 1 173 part-time workers. The data of a total of 129 women were not analysed further because the question on income was not answered or the women had no income or a negative income.

The analyses of the full-time workers appear in Tables 6 to 21. A list of contents of the aspects covered appear in the front of the report (p. iv) as well as just before Table 6.

Since the part-time workers constitute a smaller group than the full-time workers, their wage structure could not be analysed as comprehensively. The list of contents on page iv shows the variables that were in fact analysed and an abridged list of contents appears just before Table 22.

### 6 FINDINGS

Since the tables are mainly self-explanatory, they will be discussed only briefly. The tables are grouped together at the end of the discussion.

#### 6.1 The wage structure according to work status and employer sector

Of the 6 519 women in the survey group who are full-time workers, 4 779 (73,3 %) are employed in the public

Indien die aantal persone in 'n betrokke kategorie klein word, is die persentielwaardes blootgestel aan waninterpretasie. Om hierdie rede word die inkomstes teenoor die persentielwaardes 25 en 75 vir groepe kleiner as 10 en inkomstes teenoor die persentielwaardes 10 en 90 vir groepe kleiner as 20 nie in die tabelle aangedui nie.

#### 4.13 Vergelyking tussen die 1981- en 1979-opnames

Die gegewens van die 1981- en 1979-opnames word ten opsigte van beroep, jare werkervaring en werkgewersector vergelyk vir alleen daardie groepe waarin 20 of meer persone voorkom.

Soos reeds in paragraaf 4.9 vermeld, is die inkomste van 'n persoon bepaal deur die inkomstes uit verskillende bronne te sommeer. Die 1979-opname het nie al die bronne in ag geneem nie. Vir die 1979-inkomstesyfers is direkteursgelde en die winsdelingsbonus van werknemers nie bygereken nie en vir selfgeëmplojeerdes is slegs die netto wins en inkomste uit naurse verbandhoudende werk in ag geneem. Dit beteken dat die 1981-opname 'n hoër bedrag kan toon wat toegeskryf kan word aan die inkomste uit die bronne wat nie by die 1979-opname ingesluit is nie. Die ontledings toon egter dat relatief min vroue 'n inkomste uit die bronne ontvang en die vergelyking word dus nie noemenswaardig daardeur beïnvloed nie.

Die geldwaarde van byvoordele is deurgaans nie in ag geneem nie.

### 5 DIE ONTLEDINGS

In paragraaf 2 is aangedui dat die respondentegroep uit 12 300 vroue bestaan. Van die 12 300 het 4 479 (of 36,4 %) aangedui dat hulle huisvroue, uitdiensgetredenes, nagraadse studente of werkloos is of om een of ander rede (bv. medies ongeskik) nie ekonomies bedrywig is nie (kyk tabel 5). Uit die 7 821 ekonomies bedrywige vroue is twee groepe geselekteer, naamlik 'n groep van 6 519 vroue wat voltyds werk en 'n groep van 1 173 wat deelyds werk. Altesaam 129 vroue se gegewens is nie verder ontleed nie aangesien die vraag oor inkomste nie beantwoord is nie of die vroue geen of 'n negatiewe inkomste het.

Die voltydse werkers se ontledings verskyn in tabelle 6 tot 21. 'n Inhoudsopgawe van die aspekte wat aandag ontvang, verskyn voor in die verslag (pv) asook net voor tabel 6.

Aangesien die deelydse werkers 'n kleiner groep as die voltydse werkers is, kon hulle loonstruktuur nie so breedvoerig ontleed word nie. Die inhoudsopgawe op bladsy v toon die veranderlikes wat wel ontleed word en 'n verkorte inhoudsopgawe verskyn net voor tabel 22.

### 6 BEVINDINGE

Aangesien die tabelle in groot mate selfverduidelikend is, word dit slegs kortliks bespreek. Die tabelle is saamgegrepeer aan die einde van die bespreking.

#### 6.1 Die loonstruktuur volgens werkstatus en werkgewersector

Van die 6 519 vroue in die ondersoekgroep wat voltyds werk, is 4 779 (73,3 %) werknemers in die openbare sektor,

**TABEL 5  
DISTRIBUTION OF THE RESPONDENTS GROUP  
BY EMPLOYER**

**TABEL 5  
VERSPREIDING VAN DIE RESPONDENTEGROEP  
VOLGENS WERKGEWER**

Employer	Income indicated Inkomste aangedui						Negative or zero income Geen of negatiewe inkomste				Income not indicated	Grand total	Werkgewer
	Positive income Positiewe inkomste			Work for charity Werk vir liefdadigheid			Work at a loss Werk teen 'n verlies		Income is nil Inkomste is nul				
	Full-time Voltyds	Part-time Deeltyds	Not indi- cated Nie aange- dui	N	N	N	N	N	N	N			
	N	N	N	N	N	N	N	N	N	%			
<b>Economically active</b>													
Government	3 340	249	1	3 590	2				15	3 607	29,3	Ekonomies bedrywig	
Local authority	227	32		259					1	260	2,1	Staat	
Semi-government	1 187	273	1	1 461					7	1 468	11,9	Plaaslike owerheid	
Government and semi-government	25	1		26						26	0,2	Semi-staat	
Public corporation	114	8	1	123					1	124	1,0	Staat en semi-staat	
Private firm	1 401	435		1 836	43	1			32	1 912	15,5	Openbare korporasie	
Self-employed	225	175		400	2	5	2		15	424	3,4	Private firma	
<b>TOTAL ECONOMICALLY ACTIVE</b>	<b>6 519</b>	<b>1 173</b>	<b>3</b>	<b>7 695</b>	<b>47</b>	<b>6</b>	<b>2</b>		<b>71</b>	<b>7 821</b>	<b>63,6</b>	<b>TOTAAL EKONOMIES BEDRYWIG</b>	
<b>Not economically active</b>													
Housewife									3 552	3 552	28,9	Nie-ekonomies bedrywig	
Pensioner									496	496	4,0	Huisvrou	
Student (post-graduate)									335	335	2,7	Uitdiengetredene	
Unemployed									95	95	0,8	Student (nagraads)	
Other e.g. medically unfit									1	1	0,01	Werkloos	
													Ander bv. medies ongeskik
<b>TOTAL NOT ECONOMICALLY ACTIVE</b>									<b>4 479</b>	<b>4 479</b>	<b>36,4</b>	<b>TOTAAL NIE-EKONOMIES BEDRYWIG</b>	
<b>GRAND TOTAL</b>	<b>6 519</b>	<b>1 173</b>	<b>3</b>	<b>7 695</b>	<b>47</b>	<b>6</b>	<b>2</b>		<b>4 550</b>	<b>12 300</b>	<b>100</b>	<b>GROOTTOTAAL</b>	

sector, 1 515 in the private sector (23,2 %) and 225 (3,5 %) are self-employed (see Table 6). The difference in the median income between employees as a group in the public sector and employees as a group in the private sector is relatively small (R9 100 as against R9 350 per annum). The median years of job experience of employees in the public sector is higher here (7 as against 5 years) and they devote fewer working hours per week (35 as against 37 hours) to practising their occupation.

In comparison the median income of self-employed persons is considerably higher (R17 200 per annum) but the remuneration of a self-employed person does not include only income, but also the entrepreneur's wage and a risk premium and is therefore not directly comparable to the income of an employee. The median years of job experience of the self-employed person is considerably higher than that of the employees (15 as against 7 and 5 years) and they devote approximately 10 hours a week more to practising their occupation (45 as against 35 and 37 hours).

A comparison of occupations with comparable median years of job experience according to employee sector shows that women in the private sector, in most occupations, receive a higher income. The median income of computer scientists (occupational code 088) in the public sector is approximately R1 000 lower than the median income of computer scientists in the private sector (R10 660 as against R11 700 per annum). Liaison officers (occupational code 239) in the private sector also receive a higher median income (R8 400 as against R7 990 per annum).

In occupations such as that of social worker (occupational code 452) and teacher (code 471) the median income of the employees in the public sector is higher than the median income of the comparable group in the private sector (R7 080 and R8 010 per annum as against R6 420 and R7 210 per annum).

The median working hours of teachers in the public sector (28 hours per week) are lower than the median working hours of the other occupations (the working hours vary between 30 and 77 hours per week) and can be ascribed to the fewer working weeks (owing to school holidays) devoted to the pursuit of the occupation.

As can be expected, the full-time workers in a specific occupation earn, on the whole, more than the part-time workers in the corresponding occupation (see Table 22). The data show that part-time employees, in comparison with full-time employees as a group have more years of job experience and devote approximately half as many working hours per week to practising their occupations.

If occupation is not taken into consideration, the median income of the part-time employees in the public sector is higher (R4 430 per annum) than that of the employees in the private sector (R3 860 per annum).

## 6.2 Wage structure according to years of job experience

Few occupations are spread over the whole spectrum of years of job experience (Tables 7, 19 and 23). In the case of the few occupations where income figures can be supplied, the trend of the median income is to increase in relation to the number of years of job experience, and then to decrease. The decrease begins when the workers have approximately 30 years

1 515 werknemers in die private sektor (23,2 %) en 225 (3,5 %) selfgeëmployeerd, kyk tabel 6. Die verskil in die mediaaninkomste tussen werknemers as groep in die openbare sektor en werknemers as groep in die private sektor is relatief klein (R9 100 teenoor R9 350 per jaar). Die werknemers in die openbare sektor se mediaanwerkervaring is hier hoër (7 teenoor 5 jaar) en hulle bestee minder werksure per week (35 teenoor 37 uur) aan die beoefening van hul beroep.

In vergelyking is die mediaaninkomste van selfgeëmployeerdes heelwat hoër (R17 200 per jaar) maar die vergoeding van 'n selfgeëmployeerde sluit nie net inkomste in nie, maar ook 'n ondernemersloon en 'n risikopremie en is daarom nie direk vergelykbaar met die inkomste van 'n werknemer nie. Die mediaanwerkervaring van die selfgeëmployeerdes is heelwat hoër as dié van die werknemers (15 teenoor 7 en 5 jaar) en hulle bestee ongeveer 10 uur per week meer aan die beoefening van hul beroep (45 teenoor 35 en 37 uur).

'n Vergelyking van beroepe met vergelykbare mediaanwerkervaring volgens werknemensektor toon dat die vroue in die private sektor in die meeste beroepe 'n hoër inkomste ontvang. Die mediaaninkomste van rekenaarwetenskaplikes (beroepskode 088) in die openbare sektor is ongeveer R1 000 laer as die mediaaninkomste van die rekenaarwetenskaplikes in die private sektor (R10 660 teenoor R11 700 per jaar). Skakelbeamptes (beroepskode 239) in die private sektor ontvang ook 'n hoër mediaaninkomste (R8 400 teenoor R7 990 per jaar).

In beroepe soos maatskaplike werkster (beroepskode 452) en onderwyseres (kode 471) is die mediaaninkomste van die werknemers in die openbare sektor hoër as die mediaaninkomste van die vergelykbare groep in die private sektor (R7 080 en R8 010 per jaar teenoor R6 420 en R7 210 per jaar).

Die mediaanwerksure van onderwyseresse in die openbare sektor (28 uur per week) is laer as dié mediaanwerksure van die ander beroepe (die werksure wissel tussen 30 en 77 uur per week) en word toegeskryf aan die minder werksweke (as gevolg van skoolvakansies) wat aan die beoefening van die beroep bestee word.

Soos verwag kan word, verdien die voltydse werkers in 'n spesifieke beroep oor die algemeen meer as die deeltydse werkers in die ooreenstemmende beroep (kyk tabel 22). Die gegewens toon dat deeltydse werknemers in vergelyking met die voltydse werknemers as groep oor meer jare werkervaring beskik en ongeveer die helfte minder werksure per week aan die beoefening van hulle beroepe bestee.

Indien beroep nie in ag geneem word nie, is die deeltydse werknemers in die openbare sektor se mediaaninkomste hoër (R4 430 per jaar) as dié van die werknemers in die private sektor (R3 860 per jaar).

## 6.2 Loonstruktuur volgens jare werkervaring

Min beroepe is versprei oor die hele spektrum van jare werkervaring (tabelle 7, 19 en 23). By die paar beroepe waar wel inkomste-syfers verstrek kan word, is die tendens van die mediaaninkomste om in verhouding met die aantal jare werkervaring te styg en dan te daal. Die daling begin nadat die werkers oor ongeveer 30 jaar werkervaring beskik. Dit is 'n

of job experience. This is a typical phenomenon when a cross-section analysis is made of wages according to years of job experience.

### 6.3 Wage structure according to marital status

For the analysis according to marital status, (Tables 8, 19 and 24) divorcees and widows were classified with unmarried women and the data of women whose marital status was unknown, were omitted from the tabulation.

In the public sector there is little difference, in the case of most occupations, between the median income of married and unmarried women who work full-time (see Table 8). A few exceptions are found. The median income of unmarried clerks (occupational code 075), social scientists (code 201) and natural scientists (code 360) is higher and median years of job experience lower than that of married women in the same occupations. The median income of unmarried nurses (code 364) is also higher than that of married women and the median years of job experience of both groups is eight years. The opposite applies to the occupation of technical assistant (code 473), namely the median income of the married woman is higher and median years of job experience lower than that of unmarried technical assistants.

There are also differences in the private sector between the median income of married and unmarried women in certain occupations. In the occupations accountant (code 001), bookkeeper (code 053), clerk (code 075), pharmacist (code 392), programmer (code 421) and receptionist (code 439) the median income of unmarried persons is higher and the median years of job experience lower than that of married women in the same occupations. The opposite applies to the occupations copywriter, journalist (code 092), editor (code 143) and marketing planner (code 321).

It is a known fact that the careers of married women are interrupted and all the years of job experience as taken into consideration in calculating the median years of job experience in the tables might not be applicable to the occupations they are pursuing at present. This break in service as well as the fact that many married women obtain temporary appointments may partly be responsible for the lower wage that married women receive in comparison with unmarried women.

### 6.4 Wage structure according to geographical distribution and economic sector

Tables 9 and 25 show the geographical distribution of the respondents according to employer sector and Tables 10, 19 and 26 the wage structure according to certain occupations.

The data show that workers in urban areas, with a few exceptions, earn more than workers in other areas. For example the median incomes of full-time pharmacists in the private sector who work in Pretoria, the Witwatersrand-Vaal Triangle area and the Cape Peninsula are higher than those of pharmacists in the other areas.

The analysis according to economic sector (Tables 11, 12, 27 and 28) shows that women have access mainly to posts in the manufacturing industry, health services, business services and other government services. As can be expected, there is a link between the economic sector and certain occupations

tipiese verskynsel by 'n dwarsnee-ontleding van loon volgens jare werkervaring.

### 6.3 Loonstruktuur volgens huwelikstaats

Vir die ontleding volgens huwelikstaats (tabelle 8, 19 en 24) is geskeide vroue en weduwees by ongetroud geklassifiseer en vroue wie se huwelikstaats onbekend is, se gegewens is wegelaat uit die tabulering.

In die openbare sektor is daar vir die meeste beroepe min verskil tussen die mediaaninkomste van getroude en ongetroude vroue wat voltydse werk (kyk tabel 8). Enkele uitsonderings kom voor. Die ongetroude klerke (beroepskode 075), geesteswetenskaplikes (kode 201) en natuurwetenskaplikes (kode 360) se mediaaninkomste is hoër en mediaanwerkervaring laer as dié van getroude vroue in dieselfde beroepe. Die ongetroude verpleegsters (kode 364) se mediaaninkomste is ook hoër as dié van die getroude vroue en albei groepe se mediaanwerkervaring is agt jaar. Die teenoorgestelde situasie is van toepassing op die beroep van tegniese assistente (kode 473) naamlik die getroude vroue se mediaaninkomste is hoër en mediaanwerkervaring laer as dié van ongetroude tegniese assistente.

In die private sektor word daar ook verskille aangetref tussen die mediaaninkomste van getroude en ongetroude vroue in sommige beroepe. In die beroepe rekenmeester (kode 001), boekhouer (kode 053), klerk (kode 075), apteker (kode 392), programmeerder (kode 421) en ontvangsdame (kode 439) is die ongetroudes se mediaaninkomste hoër en die mediaanwerkervaring laer as dié van getroude vroue in dieselfde beroepe. Die teenoorgestelde situasie is van toepassing op die beroepe kopieskrywer, joernalis (kode 092), redakteur (kode 143) en bemerkingsbeplanner (kode 321).

Dit is bekend dat getroude vroue se loopbane onderbreek word en al die jare werkervaring, soos in ag geneem by die berekening van die mediaanwerkervaring vermeld in die tabelle, miskien nie toepaslik is nie op die beroep wat hulle tans beoefen. Hierdie onderbreking in diens sowel as die feit dat baie getroude vroue tydelike aanstellings kry, mag deels verantwoordelik wees vir die laer loon wat getroudes in vergelyking met ongetroudes ontvang.

### 6.4 Loonstruktuur volgens geografiese verspreiding en ekonomiese sektor

Tabelle 9 en 25 toon die geografiese verspreiding van die respondente volgens werkgewersector en in tabelle 10, 19 en 26 word die loonstruktuur volgens enkele beroepe aangedui.

Die gegewens toon dat werkers in stedelike gebiede, met enkele uitsonderings, meer verdien as werkers in ander gebiede. Byvoorbeeld, die voltydse aptekers in die private sektor wat in Pretoria, die Witwatersrand-Vaaldriehoek-gebied en die Kaapse Skiereiland werk, se mediaaninkomste is hoër as dié van aptekers in die ander gebiede.

Die ontleding volgens ekonomiese sektor (tabelle 11, 12, 27 en 28) toon dat vroue hoofsaaklik in die fabriekswese, gesondheidsdienste, besigheidsdienste en ander owerheidsdienste poste bekom. Soos verwag kan word, is daar 'n verband tussen die ekonomiese sektor en sommige beroepe wat in die sektor voorkom (byvoorbeeld die beroep van verpleegkundiges

that occur in the sector (for example the occupation of nurse that occurs in the health services sector) while other occupations can be pursued in a variety of other sectors (such as accountant, personnel officer).

### 6.5 Wage structure according to field of study

In Tables 13 to 15 the wage structure of full-time workers is analysed according to three fields of study, namely general human sciences (B.A.), commerce and administration (B.Com.) and pure natural sciences (B.Sc.). Only the highest qualification obtained is taken into consideration in the analyses and persons with an additional post-graduate diploma or degree (such as a teaching diploma or B.A. Hons.) for example are not included in the analyses.

Where the years of job experience for an occupation are comparable there is an indication that a person with a degree in commerce and administration earns more than someone with a degree in the general human sciences or pure natural sciences.

### 6.6 Additional earnings

In the explanatory remarks (Paragraph 4.9) reference was made to the fact that "income" in this report refers to the total income that a person obtains from various sources. Tables 16 and 29 contain an analysis which shows the incomes from various sources (called "additional earnings") according to employer sector.

It would appear that approximately six out of every ten full-time employees in the public sector (62,4 %) and one out of every two in the private sector (54,2 %) receive a cash bonus. The cash bonus is equivalent to approximately one month's salary. In comparison to the above, fewer part-time employees receive a cash bonus (27,0 % and 29,3 % respectively).

Few full-time and part-time workers receive other additional earnings.

### 6.7 Fringe benefits

An employee's income is usually supplemented by one or more fringe benefits which the employer allows to accrue to the worker either directly or indirectly. Tables 17, 18, 30 and 31 provide more details about the fringe benefits received by full-time and part-time employees.

According to the Commission for Administration all full-time and part-time employees of the government belong to a pension or provident fund, the government's contribution constituting an average of 15 % of the person's salary. Tables 17 and 30 show that 29,8 % of the full-time and 18,9 % of the part-time employees of the government (officials of the provincial administrations included) indicated a value opposite the pension benefit. This shows that many public servants are unaware of the fact that their employer contributes to the pension fund.

Of the full-time employees of public corporations 14,1 % receive a housing benefit in contrast to 5 to 7 % of the full-time employees in the other employer categories. Employees in the private sector attach a higher cash value to this benefit (median value R1 080 and R1 200 per

wat in die gesondheidsdiesesektor voorkom) terwyl ander beroepe in 'n verskeidenheid van ander sektore beoefen kan word (soos rekenmeester, personeelbeampte).

### 6.5 Loonstruktuur volgens studierigting

In tabelle 13 tot 15 word die loonstruktuur van voltydse werkers volgens drie studierigtings ontleed, naamlik geesteswetenskaplik algemeen (B.A.), handel en administrasie (B.Com.) en suiwer natuurwetenskaplik (B.Sc.). Vir die ontledings is slegs die hoogste kwalifikasie behaal, in ag geneem en persone met byvoorbeeld 'n bykomende nagraadse diploma of graad (soos onderwysdiploma of B.A.Hons.) is nie by die ontledings ingesluit nie.

Waar die jare werkervaring vir 'n beroep vergelykbaar is, is daar 'n aanduiding dat die persoon met 'n graad in die handel en administrasie meer verdien as 'n persoon met 'n graad in die algemene geesteswetenskappe of suiwer natuurwetenskappe.

### 6.6 Byverdienstes

In die verduidelikende opmerkings (paragraaf 4.9) is daarop gewys dat "inkomste" in hierdie verslag verwys na die totale inkomste wat 'n persoon uit verskillende bronne verkry. In tabelle 16 en 29 verskyn 'n ontleding wat die inkomste uit die verskillende bronne (genoem "byverdienstes") volgens werkgewersector toon.

Dit blyk dat ongeveer ses uit elke tien van die voltydse werknemers in die openbare sektor (62,4 %) en een uit elke twee in die private sektor (54,2 %) 'n kontantbonus ontvang. Die kontantbonus is gelyk aan ongeveer een maand se salaris. In vergelyking hiermee ontvang minder deeltydse werknemers 'n kontantbonus (27,0 % en 29,3 % onderskeidelik).

Min voltydse en deeltydse werkers ontvang ander byverdienstes.

### 6.7 Byvoordele

Die werknemer se inkomste word gewoonlik aangevul deur een of meer byvoordele wat die werkgewer op 'n direkte of indirekte wyse aan die werker laat toeval. Tabelle 17, 18, 30 en 31 verstrek meer besonderhede oor die byvoordele wat voltydse en deeltydse werknemers ontvang.

Volgens die Kommissie vir Administrasie behoort alle voltydse en deeltydse werknemers van die Staat aan 'n pensioen- of voorsorgfonds en die bydrae van die Staat is gemiddeld 15 % van die persoon se salaris. Tabelle 17 en 30 toon dat 29,8 % van die voltydse en 18,9 % van die deeltydse werknemers van die Staat (amptenare van provinsiale administrasies ingesluit) 'n waarde teenoor die pensioenvoordeel aangedui het. Hieruit blyk duidelik dat baie staatsamptenare onbewus is van die feit dat hul werkgewer 'n bydrae tot die pensioenfonds maak.

Van die voltydse werknemers van openbare korporasies ontvang 14,1 % 'n behuisingsvoordeel teenoor 5 tot 7 % van die voltydse werknemers in die ander werkgewerkategorieë. Werknemers in die private sektor heg 'n hoër kontantwaarde aan hierdie byvoordeel (mediaanwaarde R1 080 en R1 200 per



annum) than employees in the public sector (R620 to R910 per annum). One per cent of the part-time employees receive a housing benefit.

Relatively few employees receive a car allowance (4,7 % of the full-time and 2,2 % of the part-time personnel), an entertainment allowance (1,2 % and 0,7 %) or other fringe benefits such as a clothing allowance, study aid and cafeteria facilities (13,7 % and 6,9 %) and those who do receive these allowances are mainly employees in private firms.

The cash value of fringe benefits can form a considerable percentage of an employee's income. To determine the percentage, the data of only those persons who indicated the value of at least one fringe benefit and answered the rest of the question on fringe benefits correctly were taken into consideration. The result of the calculation appears in Tables 18 and 31.

For 50 % (difference between the percentile values 75 and 25) of the full-time employees in the public sector the total value of all the fringe benefits together forms between 3,8 and 8,2 % of their income. The comparable percentages for full-time workers in the private sector are 3,7 and 12,4. The effect of fringe benefits on the income packages (income plus fringe benefits) is that the gap between wage levels increases in favour of employees in the private sector.

Among part-time employees the opposite trend is apparent, namely that the fringe benefits have a favourable effect on the income packages of employees in the public sector.

## 6.8 Comparison of 1981 with 1979 data

A comparison of the 1981 and 1979 data show the wage fluctuations and trends over a period of time. As mentioned in Paragraph 4.13 only those groups for which data are available for 20 or more persons (1979 and 1981) are compared.

For the purpose of the comparison, the occupations of teacher and headmistress were grouped together since the 1979 data do not distinguish between the data of the two occupations. Table 20 shows that full-time teachers/headmistresses in the public and private sector practise occupations in which the lowest annual percentage increase in median income occurs (12,4 and 13,9 % per annum). It is a known fact that persons in education received a substantial salary increase in 1981, but this is not taken into consideration in the comparison.

The occupations in which the largest percentage increase occurs in median income are full-time administrative officials in the public sector (28,8 % per annum) and full-time copywriters, journalists (28,2 % per annum) and part-time bookkeepers (29,9 % per annum) in the private sector. The median income of full-time self-employed pharmacists increased substantially, namely by 34,6 % per annum.

If occupation is not taken into consideration, the median income of full-time employees in the public sector has risen from R6 880 to R9 100 (or 15,0 % per annum) in the past two years in contrast to the rise from R7 200 to R9 350 (or 14,0 % per annum) in the private sector (see Table 21). This means that the wage gap between the median income of employees in the public and private sector as a group has narrowed slightly, namely from about R320 (R7 200 minus

jaar) as werknemers in die openbare sektor (R620 tot R910 per jaar). Een persent van die deeltydse werknemers ontvang 'n behuisingsvoordeel.

Relatief min werknemers ontvang 'n motor-toelaag (4,7 % van die voltydse en 2,2 % van die deeltydse personeel), 'n onthaaltoelae (1,2 % en 0,7 %) of ander byvoordele soos klere, studiehulp en kafeteriafasiliteite (13,7 % en 6,9 %) en die persone wat dit wel ontvang, is hoofsaaklik werknemers van private firmas.

Die kontantwaarde van byvoordele kan 'n aansienlike persentasie uitmaak van 'n werknemer se inkomste. Om die persentasie te bepaal, is die gegewens van alleen daardie persone wat die waarde van minstens een byvoordeel aangedui en die res van die vraag oor byvoordele korrek beantwoord het, in ag geneem. Die resultaat van die berekening verskyn in tabelle 18 en 31.

Vir 50 % (verskil tussen persentielwaardes 75 en 25) van die voltydse werknemers in die openbare sektor vorm die totale waarde van al die byvoordele gesamentlik tussen 3,8 en 8,2 % van hulle inkomste. Vir die voltydse werknemers in die private sektor is die vergelykbare persentasies 3,7 en 12,4. Die effek van byvoordele op die inkomstepakket (inkomste plus byvoordele) is dat die gaping in loonpeile ten gunste van werknemers in die private sektor vergroot.

By deeltydse werknemers is die omgekeerde tendens aanwesig, naamlik dat die byvoordele die inkomstepakket ten gunste van die werknemers in die openbare sektor beïnvloed.

## 6.8 Vergelyking van die 1981- met die 1979-gegewens

'n Vergelyking tussen die 1981- en 1979-gegewens toon die loonfluktuering en -tendense oor tyd. Soos in paragraaf 4.13 vermeld, word alleen daardie groepe vergelyk waarvoor 20 of meer persone se gegewens vir 1979 en 1981 beskikbaar is.

Vir die doel van die vergelyking is die beroepe onderwyseres en skoolhoof saamgegroeper aangesien die 1979-gegewens nie onderskei tussen die gegewens van die twee beroepe nie. Tabel 20 toon dat die voltydse onderwyseresse/skoolhoofde in die openbare en private sektor van die beroepe is waarin van die laagste jaarlikse persentasie styging in mediaaninkomste (12,4 en 13,9 % per jaar) voorkom. Dit is bekend dat persone in die onderwys 'n aansienlike salarisverhoging in 1981 ontvang het en die verhoging is nie in die vergelyking in ag geneem nie.

Die beroepe waarin die grootste persentasie styging in mediaaninkomste voorkom, is die voltydse administratiewe beamptes in die openbare sektor (28,8 % per jaar) en in die private sektor die voltydse kopieskrywers, joernaliste (28,2 % per jaar) en die deeltydse boekhouders (29,9 % per jaar). Die voltydse selfgeëmplojeerde aptekers se mediaaninkomste het aansienlik gestyg, naamlik met 34,6 % per jaar.

Indien beroep nie in ag geneem word nie, het die mediaaninkomste van voltydse werknemers in die openbare sektor in die afgelope twee jaar van R6 880 tot R9 100 (of 15,0 % per jaar) gestyg teenoor die R7 200 tot R9 350 (of 14,0 % per jaar) styging in die private sektor (kyk tabel 21). Dit beteken dat die loongaping tussen die mediaaninkomste van werknemers in die openbare en private sektor as groep effens verklein het, naamlik van ongeveer R320 (R7 200 minus

R6 880 per annum) in 1979 to about R250 (R9 350 minus R9 100 per annum) in 1981.

The relative position of part-time employees in the private sector compared with that of part-time employees in the public sector has weakened slightly since the median income has risen by 13,8 % per annum in the public sector as opposed to 13,4 % per annum in the private sector (see Table 33).

The median income of self-employed women shows a smaller rise than that of employees, namely 10,8 % for full-time and 9,5 % per annum for part-time self-employed women.

The data also show that the median income of full-time employees in the private sector with two years and less of job experience has increased substantially (between 16,1 and 28,8 % per annum) compared to the same group in the public sector, where the increase is between 10,7 and 12,8 % per annum (see Table 21). Whereas in 1979 the starting salary of employees in the public sector did not differ much from that offered to employees in the private sector (R4 680 as opposed to R4 740 per annum), the difference increased in 1981 (R5 730 as opposed to R7 150 per annum). Figure 1 shows that, as in 1981, the employees in the public sector as a group show a higher median income only after about 20 years of job experience.

The comparison of median income according to years of job experience of part-time workers shows that in 1981 the wage structure of women with five years and more of job experience in the private sector weakened in comparison with that of women in the public sector (see Table 33 and Figure 2).

The public sector will therefore probably be able to recruit part-time personnel more easily than full-time personnel since a higher wage is generally offered (occupation not taken into consideration).

R6 880 per jaar) in 1979 tot ongeveer R250 (R9 350 minus R9 100 per jaar) in 1981.

Die deeltydse werknemers in die private sektor se relatiewe posisie in vergelyking met die deeltydse werknemers in die openbare sektor het effens verswak aangesien die mediaaninkomste met 13,8 % per jaar in die openbare sektor gestyg het teenoor die 13,4 % per jaar in die private sektor (kyk tabel 33).

Die selfgeëmployeerde vroue se mediaaninkomste toon 'n laer styging as die van werknemers, naamlik 10,8 % vir voltydse en 9,5 % per jaar vir deeltydse selfgeëmployeerde vroue.

Die gegewens toon verder dat die voltydse werknemers in die private sektor met twee jaar en minder werkervaring se mediaaninkomste heelwat meer gestyg het, tussen 16,1 en 22,8 % per jaar, in vergelyking met dieselfde groep in die openbare sektor waar die styging tussen 10,7 en 12,8 % per jaar is (kyk tabel 21). Waar die beginsalaris van werknemers in die openbare sektor in 1979 min verskil het van die beginsalaris wat in die private sektor aangebied is (R4 680 teenoor R4 740 per jaar), het die verskil in 1981 vergroot (R5 730 teenoor R7 150 per jaar). Figuur 1 toon dat, soos in 1981, die werknemers in die openbare sektor as groep eers na ongeveer 20 jaar werkervaring 'n hoër mediaaninkomste toon.

Die vergelyking van mediaaninkomste volgens jare werkervaring van deeltydse werknemers toon dat die loonstruktuur van vroue met vyf jaar en meer werkervaring in die private sektor in vergelyking met dié van die vroue in die openbare sektor in 1981 verswak het (kyk tabel 33 en figuur 2).

Die openbare sektor sal dus waarskynlik makliker deeltydse personeel as voltydse personeel kan werf aangesien 'n hoër loon in die algemeen (beroep nie in ag geneem nie) aangebied word.

## **FULL-TIME WORKERS**

### **ANALYSES**

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## **VOLTYDSE WERKERS**

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TABLE 6  
WAGE STRUCTURE OF FULL-TIME WORKERS BY  
OCCUPATION AND EMPLOYER (R.P.A.)  
6.1 EMPLOYEES

TABEL 6  
LOONSTRUKTUUR VAN VOLTYDSE WERKERS VOLGENS  
BEROEP EN WERKGEWER (R.P.J.)  
6.1 WERKNEMERS

OCCUPATION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVÉ SEKTOR					BEROEP
	N	MEDIAN YRS	PERCENTILE/PERSENTIEL 25	50	75	N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL 25	50	75	
001 ACCOUNTANT (NOT FQE)	7	13			10560	40	8 36	10250	12700	14700	001 REKENMEESTER
002 ACCOUNTANT (CA, FQE)	1					9	9		17700		002 REKENMEESTER (GR, FKE)
004 ACCOUNTANT CLERK						47	2 36	5670	7400	9380	004 REKENMEESTERSKLERK
007 ACTUARY CLERK						10	2 38	8320	9360	11140	007 AKTUARIELE KLERK
008 ADMIN. ASSISTANT	35	2 36	5460	6080	7640	2					008 ADMIN. ASSISTENT
009 ADMIN. ASSIST. (SAA)	12	6 37	6530	7030	7910	2					009 ADMIN. ASSIST. (SAA)
010 ADMIN. OFFICER	35	15 36	8740	11550	12280	10	3 36	8650	9990	11550	010 ADMIN. BEAMPTER
019 AGRICULTURAL RESEA	13	2 36	6420	8670	12440						019 LANDBOUNAVORSER
023 AIR HOSTESS	11	2 36	5980	7150	8560						023 LUGWAARDIN
026 ANALYTICAL CHEMIST	5	11		12410		5	3		10140		026 ANALITIES CHEMIKUS
031 ARACHNOLOGIST	8	16		11850		1					031 ARACHNOLOOG
032 ARCHITECT	4					7	6		12630		032 ARGITEK
034 ARCHIVIST	23	12 36	6000	10990	13980	3					034 ARGIVARIS, KURATOR
035 ATTORNEY'S CLERK						20	3 37	3810	5260	6000	035 PROKUREURSKLERK
039 ATTORNEY, LAWYER						16	6 37	9750	11650	17190	039 PROKUREUR, NOTARIS
045 BANK CLERK						13	5 37	5330	6300	10190	045 BANKKLERK
047 BIOCHEMIST	11	5 39	6360	8400	13000	4					047 BIOCHEMIKUS
052 HOUSEMASTER, MATRON	10	10 77	3780	5270	7060	1					052 HUISVADER, MATRONE
053 BOOKKEEPER	1					18	4 37	6340	7200	8310	053 BOEKHOUDER
054 BOTANIST	11	3 36	5790	6920	12000						054 PLANTKUNDIGE
062 BUYER, PURCHASER						8	4		9400		062 AANKOPER, INKOPER
068 CHAPLAIN, CLERGYMAN						6	8		6950		068 KAPELAAN, DOMINEE
071 CHEMIST	18	6 36	8300	10780	15400	25	3 37	9860	11560	12900	071 CHEMIKUS
075 CLERK, STOREMAN	39	4 37	5160	6340	7670	60	2 37	5870	6880	7780	075 KLERK, STORMAN
076 CLINICAL PSYCHOLOG	14	3 39	8200	9200	11010	2					076 KLINIESE SIELKUNDI
077 COACH E.G. TENNIS	6	5		9600							077 AFRIGTER BV, TENNIS
085 COMPANY SECRETARY						5	9		13000		085 MAATSKAPPYSEKRETAR
088 COMPUTER SCIENTIST	19	3 36	9260	10660	13000	13	3 36	10250	11700	15380	088 REKENAARWETENSKAPL
091 CO-ORDINATORS	1					5	1		10600		091 KOORDINEERders
092 COPY WRITER	6	5		8360		34	3 42	7910	8990	10640	092 KOPIESKRYWER
095 COUNSELLING PSYCHI	11	5 36	5860	7200	10080						095 VORLIGTINGSIELKUN
102 DANCER, MUSICIAN	10	7 30	8960	10910	12450						102 DANSER, MUSIKUS
103 DENTIST	10	6 40	16590	19980	22900	2					103 TANDARTS
107 DIETICIAN	30	3 36	5490	6680	10300	2					107 DIEETKUNDIGE
108 DIPLOMAT	5	9		9750							108 DIPLOMAAT
109 DIRECTORS											109 DIREKTEURE
137 OTHER DIRECTORS	19	20 40	12510	15700	22440	13	15 41	11790	15540	17620	137 ANDER DIREKTEURE
138 DOMESTIC SCIENTIST	18	2 37	5740	7110	9100	3					138 HUISHOUDKUNDIGE
141 ECONOMIC ADVISER	6	3		8690		5	5		14400		141 EKONOMIESE ANALIS
142 ECONOMIST	7	3		8840		4					142 EKONOM
143 EDITOR	12	9 37	9130	10220	12800	31	4 36	7800	8640	9970	143 REDAKTEUR
144 EDUCATIONAL ADVISE	11	21 38	8420	15000	17100	2					144 ONDERWYSADVISEUR
145 EDUCATIONAL PSYCHO	35	13 32	9860	13520	16900						145 OPVOED. SIELKUNDIGE
151 ENGINEERS											151 INGENIEURS
155 CIVIL	10	7 39	13180	15840	25200	6	6		15570		155 SIVIELE
156 ELECTRICAL	1					5	12		19500		156 ELEKTRIESE
163 SYSTEMS						8	6		15800		163 STELSEL
166 ESTATE AGENT						6	9		7240		166 EIENDOMSAGENT
181 MEDICAL PRACTITION	144	6 51	17720	20120	22120	5	4		26000		181 GENEESHEER
182 GENETICIST	5	2		6950							182 GENETIKUS
188 GLOSSOLOGIST	9	10		10350		3					188 TERMINOLOOG, TOLK
191 HEADMASTER	45	22 34	12080	14100	17000	14	20 33	6750	8830	12190	191 SKOOLHOOF
192 HEAD OF DEPARTMENT	5	30		13100		4					192 AFDELINGSHOOF
198 HISTORIAN	5	1		5710		1					198 GESKIEDKUNDIGE
201 HUMAN SCIENTIST/NEC	46	8 37	6680	8700	11100	8	8		9330		201 GEESTESWET. N.E.V.
204 HYDROLOGIST	6	4		7310							204 HIDROLOOG
211 INFORMATION OFFICE	25	3 38	5610	6220	9750	11	6 38	9360	11830	15500	211 INLIGTINGSBEAMPTER
214 INSPECTOR EDUCATIO	11	31 40	20400	20400	22100						214 INSPEKTEUR ONDERWY
225 INVESTMENT ADVISER						7	2		10000		225 BELEGGINGSADVISEUR
228 LAB. ASSIST. OTHER	6	2		5860		5	4		9330		228 LAB ASSISTENT ANDE
236 LECTURER	720	12 35	9910	13000	16090	5	5		4510		236 DOSENT, LEKTOR
239 LIAISON OFFICER	32	4 36	6570	7990	10280	29	4 37	6270	6400	10680	239 SKAKELBEAMPTER
240 LIBRARIAN	313	8 36	7100	9000	11540	27	6 36	7880	9860	11090	240 BIBLIOTEKARIS
245 MANAGER ASSISTANT						5	1		8120		245 BESTUURSASSISTENT
246 MANAGERS											246 BESTUURders
248 ADMINISTRATIVE	1					6	5		11300		248 ADMINISTRATIEWE
253 AREA, BRANCH						5	5		9200		253 GEBIEDS-, TAK-
270 FINANCIAL						5	13		20500		270 FINANSIELE
282 MARKETING						11	13 36	12000	14260	18000	282 BEMARKINGS-
285 MEDICAL, HOSPITAL	12	28 53	29370	30200	30900	1					285 MEDIESE, HOSPITAAL
291 PERSONNEL	4					19	9 42	9400	14800	21700	291 PERSONEEL-
295 PRODUCT						9	5		14370		295 PRODUKTE-
300 QUALITY ASSURANCE						5	4		15070		300 KWALITEITSBEHEER-
307 TRAINING	1					8	6		11680		307 OPLEIDINGS-
311 OTHER MANAGERS	5	25		15410		16	10 39	6300	11260	15700	311 ANDER BESTUURders
313 MANPOWER PLANNER	5	3		8340		2					313 MANNEKRAGBEPLANNER
320 MARKETING OFFICER	2					7	1		7600		320 BEMARKINGSBEAMPTER
321 MARKETING PLANNER	1					2	5 36	6720	9600	12130	321 BEMARKINGSBEPLANNER
331 MED. RESEARCH OFFIC	13	8 36	7600	9750	12490	2					331 MEDIESE NAVORSER
332 MEDICAL SPECIALIST											332 MEDIESE SPESIALIST
340 OTHER MED. SPECIAL	5	15		29000							340 ANDER MED. SPESIALI
341 MED. TECHNOLOGIST	12	7 37	6640	10050	11490	4					341 MEDIESE TEGNOLOOG
342 MILITARY STAFF	14	4 39	5390	6150	8130						342 MILITERE STAF
349 MICRO-BIOLOGIST	15	5 36	7300	11960	14980	10	3 37	9080	10140	12000	349 MIKROBIOLOOG
360 NATURAL SCIENTIST	42	5 36	6720	8590	12280	4					360 NATUURWETENSKAPLIK
364 NURSE	97	8 37	6140	6700	9840	15	7 37	4850	6060	7800	364 VERPLEEGKUNDIGE
365 NURSE STUDENT	7	4		3670		1					365 VERPLEEG - LEERLINI
368 OCC.THERAPIST	31	2 36	5710	6470	7730	1					368 ARBEIDSTERAPEUT
375 O.A.N.D.M. OFFICER	3					5	3		12880		375 G.O.N.M. BEAMPTER
389 PERSONNEL ADVISER						13	2 37	6080	7500	10880	389 PERSONNEELADVISEUR
390 PERSONNEL OFFICER	21	5 36	7230	8930	11290	57	3 37	7820	9510	11440	390 PERSONNEELBEAMPTER
392 PHARMACIST	68	6 36	10120	12040	13110	72	5 44	10800	12280	13450	392 APTEKER
396 PHYSICIST	6	6		10050							396 FISIJKUS
399 PHYSIOTHERAPIST	33	2 36	5720	6470	7520	15	2 38	6250	7100	8800	399 FISIOTERAPEUT
421 PROGRAMMER	18	3 36	6620	8460	10800	50	3 36	7530	9520	11770	421 PROGRAMMEERDER
430 PSYCHOLOGIST N.E.C	13	5 36	5170	8740	11820						430 SIELKUNDIGE N.E.V.
433 PUBLIC PROSECUTOR	19	2 39	5750	6190	7230						433 STAATSANKLAER
435 QUANTITY SURVEYOR	2					11	6 38	11920	16250	19600	435 BOUREKENAAR

TABLE 6 (CONTINUED)

TABEL 6 (VERVOLG)

6.1 EMPLOYEES (CONTINUED)

6.1 WERKNEMERS (VERVOLG)

OCCUPATION	PUBLIC SECTOR/OPENBARE SEKTOR						PRIVATE SECTOR/PRIVÉE SEKTOR						BEROEP
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL					
			25	50	75			25	50	75			
1439 RECEPTIONIST, SECY.	14	7 36	6240	7130	9180	70	4 36	4890	6630	7880	1439 ONTVANGSDAME, SEKKE		
1442 REPRESENTATIVES	1					17	5 40	9600	11700	15620	1442 VERTEENWOORDIGERS		
1444 SALESMAN						7	2		8580		1444 VERKOGPSMAN		
1451 SERVICE CAPACITY O						7	3		5400		1451 DIENSTE BEROEPE		
1452 SOCIAL WORKER	171	4 36	5850	7080	9640	80	5 36	5760	6420	8390	1452 MAATSKAPLIKE WERKE		
1458 SPEECH THERAPIST	30	4 30	7040	8500	10470	1					1458 SPRAAKTERAPEUT		
1459 SPEECH THERAPIST +	18	2 36	6820	7400	8940	1					1459 SPRAAKTERAPEUT EN		
1460 STATISTICIAN	13	5 36	7740	10250	12780	4					1460 STATISTIKUS		
1467 SYSTEMS ANALYST	3					17	5 36	11880	13200	16410	1467 STELSELONTLEDER		
1468 SYSTEMS ANALYST +	3					5	2		12480		1468 STELSELONTLEDER EN		
1471 TEACHER	1956	5 28	6530	8010	9750	110	9 29	5820	7210	9260	1471 ONDERWYSER		
1473 TECH. ASSISTANT	22	6 36	6640	8420	10020	2					1473 TEGNIESE ASSISTENT		
1475 TECHNICIAN N.E.C.	10	4 36	6660	8100	9270	3					1475 TEGNIKUS N.E.V.		
1479 TOWN + REGIONAL PL	5	10		13490		2					1479 STADS-+ STREEKSBEP		
1486 TRAINING OFFICER	2					22	5 37	6500	10270	13300	1486 OPLEIDINGSBEAMPT		
1487 TRANSLATOR	18	20 36	8120	12500	14920	14	5 35	6830	8630	12510	1487 VERTALER		
1496 TYPIST	5	7		5980		3					1496 TIKSTER		
1499 VETERINARIAN	8	2		12240		4					1499 VEEARTS		
1503 VOCATIONAL COUNSEL	7	5		8000		1					1503 BERCEPSRAADGEWER		
OTHER OCCUPATIONS	196					194					ANDER BEROEPE		
TOTAL	4779	7 35	6860	9100	11860	1515	5 37	7000	9350	12600	TOTAAL		

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

6.2 SELF-EMPLOYED (OWN PRACTICE, BUSINESS)

6.2 SELFGEEMPLOJEERD (EIE PRAKTYK, BESIGHEID)

OCCUPATION	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL				BEROEP	
			10	25	50	75	90	
1002 ACCOUNTANT(ICA, FQE)	5	32				34000		1002 REKENMEESTR(IGR, FKE)
1032 ARCHITECT	6	25				10050		1032 ARGITEK
1039 ATTORNEY, LAWYER	16	20 43		18000	25500	47700		1039 PROKUREUR, NOTARIS
1076 CLINICAL PSYCHOLOG	6	16				14500		1076 KLINIESE SIELKUNDI
1103 DENTIST	5	7				36000		1103 TANDARTS
1109 DIRECTORS								1109 DIREKTEURE
1115 COMPANY	6	23			9500			1115 MAATSKAPPY
1169 FARMER	13	23 52		11000	15000	31500		1169 BOER
1181 MEDICAL PRACTITION	35	18 51	5800	13500	22550	36000	40000	1181 GENEESHEER
1332 MEDICAL SPECIALIST								1332 MEDIESE SPESIALIST
1333 ANAESTHETIST	5	20				40000		1333 NARKOTISEUR
1379 OWNER OF BUSINESS	24	13 47	4150	6210		17490	24750 33500	1379 EIENAAR VAN BESIGH
1392 PHARMACIST	27	8 52	5320	11000	17200	22000	30760	1392 APTEKER
1499 VETERINARIAN	8	13			15000			1499 VEEARTS
OTHER OCCUPATIONS	69							ANDER BEROEPE
TOTAL	225	15 45	5490	9650	17200	27000	40000	TOTAAL

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

TABLE 7  
WAGE STRUCTURE OF FULL-TIME EMPLOYEES BY EMPLOYER,  
YEARS JOB EXPERIENCE AND OCCUPATION (R.P.A.)  
7.1 EMPLOYEES IN THE PUBLIC SECTOR

TABEL 7  
LOONSTRUKTUUR VAN VOLTYDSE WERKNEMERS VOLGENS WERKGEWER,  
JARE WERKERVARING EN BEROEP (R.P.A.)  
7.1 WERKNEMERS IN DIE OPENBARE SEKTOR

YEARS JOB EXPERIENCE	006 ADMIN. ASSISTANT 006 ADMIN. ASSISTENT					010 ADMIN. OFFICER 010 ADMIN. BEAMPTÉ					075 CLERK, STOREMAN 075 KLERK, STOORMAN					JARE WERKERVARING
	N	ME (HRS)	PERCENTILE/PERSENTIEL 25	50	75	N	ME (HRS)	PERCENTILE/PERSENTIEL 25	50	75	N	ME (HRS)	PERCENTILE/PERSENTIEL 25	50	75	
0-4	23	36	5430	6020	6700	5			7670		19	38	5000	5750	6700	0-4
5-9	8			5840		8			9320		8			6440		5-9
10-14	3					3					1					10-14
15-19	1					3					3					15-19
20-24						3					2					20-24
25-29						7			12000		1					25-29
30-34						5			13000		1					30-34
35-39											1					35-39
40+						1					3					40+
UNKNOWN																ONBEKEND
TOTAL	35	36	5460	6080	7640	35	36	6740	11550	12280	39	37	5160	6340	7670	TOTAAL

YEARS JOB EXPERIENCE	086 COMPUTER SCIENTIST 086 REKENAARWETENSKAPL					145 EDUCATIONAL PSYCHO 145 OPVOED. SIELKUNDIGE					181 MEDICAL PRACTITION 181 GENEESHEER					JARE WERKERVARING
	N	ME (HRS)	PERCENTILE/PERSENTIEL 25	50	75	N	ME (HRS)	PERCENTILE/PERSENTIEL 25	50	75	N	ME (HRS)	PERCENTILE/PERSENTIEL 25	50	75	
0-4	12	34	9170	10090	11030	5			7220		56	55	17550	18000	19890	0-4
5-9	5			12400		6			10180		23	51	16000	20400	21650	5-9
10-14	1					9			14850		9			22000		10-14
15-19	1					5			13160		1					15-19
20-24						3					4			21600		20-24
25-29						2					8			22050		25-29
30-34						3					16	51	20000	21640	28170	30-34
35-39						1					10	40	19550	20900	23900	35-39
40+						1					7			20550		40+
UNKNOWN											5			24000		ONBEKEND
TOTAL	19	36	9260	10660	13000	35	32	9860	13520	16900	144	51	17720	20120	22120	TOTAAL

YEARS JOB EXPERIENCE	191 HEADMASTER 191 SKOOLHOOF					201 HUMAN SCIENTIST/NEC 201 GEESTESWET. N.E.V.					211 INFORMATION OFFICE 211 INLIGTINGSBEAMPTÉ					JARE WERKERVARING
	N	ME (HRS)	PERCENTILE/PERSENTIEL 25	50	75	N	ME (HRS)	PERCENTILE/PERSENTIEL 25	50	75	N	ME (HRS)	PERCENTILE/PERSENTIEL 25	50	75	
0-4	1					18	37	6150	7440	9170	14	38	5070	5740	6040	0-4
5-9	1					12	35	6970	8990	10960	5			9050		5-9
10-14	7			11860		7			11100		2					10-14
15-19	6			13260		3					2					15-19
20-24	10	36	12260	12450	16990	2					1					20-24
25-29	7			14850		1					1					25-29
30-34	9			17100		2					1					30-34
35-39	2															35-39
40+	1					1										40+
UNKNOWN	1					1										ONBEKEND
TOTAL	45	34	12080	14100	17000	46	37	6680	8700	11100	25	38	5610	6220	9750	TOTAAL

YEARS JOB EXPERIENCE	236 LECTUREK 236 DOSENT, LEKTIK					239 LIAISON OFFICER 239 SKAKELBEAMPTÉ					240 LIBRARIAN 240 BIBLIOTEKARIS					JARE WERKERVARING
	N	ME (HRS)	PERCENTILE/PERSENTIEL 25	50	75	N	ME (HRS)	PERCENTILE/PERSENTIEL 25	50	75	N	ME (HRS)	PERCENTILE/PERSENTIEL 25	50	75	
0-4	137	34	7500	9030	10480	17	36	5390	7020	7770	99	36	6270	7090	8640	0-4
5-9	156	34	9750	11650	13640	7			8320		72	35	7410	8800	10230	5-9
10-14	126	36	10560	13280	15870	5			11000		58	36	8350	10580	11850	10-14
15-19	88	36	12810	14810	16980						28	36	8080	12010	14500	15-19
20-24	67	35	13350	15540	18010	1					24	36	9430	12450	14560	20-24
25-29	55	39	13810	17000	20150	1					12	36	10650	13210	15550	25-29
30-34	41	36	15460	17710	21700						12	36	11770	13510	14500	30-34
35-39	14	34	15280	15900	18650						4					35-39
40+	10	35	16880	19230	21140						4					40+
UNKNOWN	21	34	10530	13350	17860	1					4					ONBEKEND
TOTAL	720	35	9910	13000	16090	32	36	6570	7990	10280	313	36	7100	9000	11540	TOTAAL

YEARS JOB EXPERIENCE	342 MILITARY STAFF 342 MILITÊRE STAF					360 NATURAL SCIENTIST 360 NATUURWETENSKAPLIK					364 NURSE 364 VERPLEEGKUNDIGE					JARE WERKERVARING
	N	ME (HRS)	PERCENTILE/PERSENTIEL 25	50	75	N	ME (HRS)	PERCENTILE/PERSENTIEL 25	50	75	N	ME (HRS)	PERCENTILE/PERSENTIEL 25	50	75	
0-4	8			5610		19	36	6290	7700	8740	12	38	5780	6510	7220	0-4
5-9	5			8090		8			8700		47	38	5720	6400	6710	5-9
10-14	1					3					11	38	6240	6960	8020	10-14
15-19						1					2					15-19
20-24						2					8			12590		20-24
25-29											6			15110		25-29
30-34						4					7			13000		30-34
35-39						1										35-39
40+						1					4					40+
UNKNOWN						4										ONBEKEND
TOTAL	14	39	5390	6150	8130	42	36	6720	8590	12280	97	37	6140	6700	9840	TOTAAL

TABLE 7 (CONTINUED)

## 7.1 EMPLOYEES IN THE PUBLIC SECTOR (CONTINUED)

YEARS JOB EXPERIENCE	368 OCC.THERAPIST 368 ARBEIDSTERAPEUT					392 PHARMACIST 392 APTEKER					399 PHYSIOTHERAPIST 399 FISIOTERAPEUT					JARE WERK- ERVARING
	N	ME HRS	PERCENTILE/PERSENTIEL 25	50	75	N	ME HRS	PERCENTILE/PERSENTIEL 25	50	75	N	ME HRS	PERCENTILE/PERSENTIEL 25	50	75	
0-4	22	36	5510	5980	6870	16	39	7740	8740	10370	23	36	5670	6080	6900	0-4
5-9	6			10480		25	36	11560	12510	13230	6			6910		5-9
10-14	1					8			12480		2					10-14
15-19						5			15000		1					15-19
20-24						2										20-24
25-29						2										25-29
30-34	1					4					1					30-34
35-39						2										35-39
40+						3										40+
UNKNOWN	1					1										ONBEKEND
TOTAL	31	36	5710	6470	7730	68	36	10120	12040	13110	33	36	5720	6470	7520	TOTAAL

TABEL 7 (VERVOLG)

## 7.1 WERKNEMERS IN DIE OPENBARE SEKTOR (VERVOLG)

YEARS JOB EXPERIENCE	452 SOCIAL WORKER 452 MAATSKAPLIKE WERKE					458 SPEECH THERAPIST 458 SPRAAKTERAPEUT					473 TECH.ASSISTANT 473 TEGNIESE ASSISTENT					JARE WERK- ERVARING
	N	ME HRS	PERCENTILE/PERSENTIEL 25	50	75	N	ME HRS	PERCENTILE/PERSENTIEL 25	50	75	N	ME HRS	PERCENTILE/PERSENTIEL 25	50	75	
0-4	87	36	5520	5980	6680	16	33	6920	7290	7900	10	36	6130	7010	8190	0-4
5-9	35	39	6710	8840	9740	6			9860		6			8980		5-9
10-14	11	36	8290	8700	11900	5			10560		2					10-14
15-19	11	37	8540	11540	12300	1					1					15-19
20-24	5			11900												20-24
25-29	7			14450		1										25-29
30-34	9			12450							1					30-34
35-39						1					1					35-39
40+	2										1					40+
UNKNOWN	4										1					ONBEKEND
TOTAL	171	36	5850	7080	9640	30	30	7040	8500	10470	22	36	6640	8420	10020	TOTAAL

## 7.2 EMPLOYEES IN THE PRIVATE SECTOR

## 7.2 WERKNEMERS IN DIE PRIVATE SEKTOR

YEARS JOB EXPERIENCE	001 ACCOUNTANT (NOT FQE) 001 REKENMEESTER					004 ACCOUNTANT CLERK 004 REKENMEESTERSKLERK					035 ATTORNEY'S CLERK 035 PRGKUREURSKLERK					JARE WERK- ERVARING
	N	ME HRS	PERCENTILE/PERSENTIEL 25	50	75	N	ME HRS	PERCENTILE/PERSENTIEL 25	50	75	N	ME HRS	PERCENTILE/PERSENTIEL 25	50	75	
0-4	11	35	8750	10080	13300	37	36	5460	6500	8650	13	37	3650	5530	6000	0-4
5-9	14	38	11960	13000	14690	7			10800		5			4230		5-9
10-14	6			13960												10-14
15-19	2															15-19
20-24	2					1										20-24
25-29											1					25-29
30-34	1															30-34
35-39	2															35-39
40+																40+
UNKNOWN	2					2					1					ONBEKEND
TOTAL	40	36	10250	12700	14700	47	36	5870	7400	9380	20	37	3810	5260	6000	TOTAAL

YEARS JOB EXPERIENCE	039 ATTORNEY, LAWYER 039 PROKUREUR, NOTARIS					075 CLERK, STOREMAN 075 KLERK, STOORMAN					092 COPY WRITER 092 KOPIESKRYWER					JARE WERK- ERVARING
	N	ME HRS	PERCENTILE/PERSENTIEL 25	50	75	N	ME HRS	PERCENTILE/PERSENTIEL 25	50	75	N	ME HRS	PERCENTILE/PERSENTIEL 25	50	75	
0-4	5			10200		43	36	5640	6500	7280	24	41	7420	8400	9230	0-4
5-9	7			12000		9			8130		5			10210		5-9
10-14	1					3					2					10-14
15-19	1					2					1					15-19
20-24						1					1					20-24
25-29																25-29
30-34	1															30-34
35-39	1					1										35-39
40+																40+
UNKNOWN						1					1					ONBEKEND
TOTAL	16	37	9750	11650	17190	60	37	5870	6880	7780	34	42	7910	8590	10640	TOTAAL

TABLE 7 (CONTINUED)

TABEL 7 (VERVOLG)

## 7.2 EMPLOYEES IN THE PRIVATE SECTOR (CONTINUED)

## 7.2 WERKNEMERS IN DIE PRIVATE SEKTOR (VERVOLG)

YEARS JOB EXPERIENCE	143 EDITOR 143 REDAKTEUR					239 LIAISON OFFICER 239 SKAKELBEAMPTTE					240 LIBRARIAN 240 BIBLIOTEKARIS					JARE WERK= ERVARING
	N	ME	PERCENTILE/PERSENTIEL			N	ME	PERCENTILE/PERSENTIEL			N	ME	PERCENTILE/PERSENTIEL			
		(HRS)	25	50	75		(URE)	25	50	75		(HRS)	25	50	75	
0-4	16	36	7100	8220	8780	17	37	6270	7200	8750	12	37	7820	8630	9820	0-4
5-9	9		9610			8		9920			7		10800			5-9
10-14	4					2					3					10-14
15-19	1					1										15-19
20-24											2					20-24
25-29											1					25-29
30-34	1										1					30-34
35-39																35-39
40+																40+
UNKNOWN						1					1					ONBEKEND
TOTAL	31	36	7800	8640	9570	29	37	6270	8400	10680	27	36	7880	9860	11090	TOTAAL

YEARS JOB EXPERIENCE	291 PERSONNEL 291 PERSONEEL-					321 MARKETING PLANNER 321 BEMARKINGSBEPLANNE					390 PERSONNEL OFFICER 390 PERSONEELBEAMPTTE					JARE WERK= ERVARING
	N	ME	PERCENTILE/PERSENTIEL			N	ME	PERCENTILE/PERSENTIEL			N	ME	PERCENTILE/PERSENTIEL			
		(URE)	25	50	75		(URE)	25	50	75		(HRS)	25	50	75	
0-4	5		8480			10	37	6320	9150	10900	35	37	7000	8190	10040	0-4
5-9	6		14900			7		8570			14	38	9350	9750	11210	5-9
10-14	1					3					2					10-14
15-19	3					1					1					15-19
20-24	2										3					20-24
25-29																25-29
30-34																30-34
35-39	2										1					35-39
40+																40+
UNKNOWN											1					ONBEKEND
TOTAL	19	42	9400	14800	21700	21	36	6720	9600	12130	57	37	7820	9510	11440	TOTAAL

YEARS JOB EXPERIENCE	392 PHARMACIST 392 APTEKER					421 PROGRAMMER 421 PROGRAMMEERDER					439 RECEPTIONIST, SECY. 439 ONTVANGSDAME, SEKRE					JARE WERK= ERVARING
	N	ME	PERCENTILE/PERSENTIEL			N	ME	PERCENTILE/PERSENTIEL			N	ME	PERCENTILE/PERSENTIEL			
		(HRS)	25	50	75		(HRS)	25	50	75		(URE)	25	50	75	
0-4	28	47	11060	12100	13150	35	36	7480	8690	11220	34	36	4840	6130	7230	0-4
5-9	28	42	11620	13090	15290	11	36	8650	9820	10800	9		7150			5-9
10-14	6		10200			2					7		8550			10-14
15-19	3										4					15-19
20-24	4										1					20-24
25-29	1										4					25-29
30-34	1										2					30-34
35-39						1					2					35-39
40+											2					40+
UNKNOWN	1					1					5		6000			ONBEKEND
TOTAL	72	44	10800	12280	13450	50	36	7530	9520	11770	70	36	4850	6630	7880	TOTAAL

YEARS JOB EXPERIENCE	442 REPRESENTATIVES 442 VERTEENWOORDIGERS					452 SOCIAL WORKER 452 MAATSKAPLIKE WERKE					471 TEACHER 471 ONDERWYSER					JARE WERK= ERVARING
	N	ME	PERCENTILE/PERSENTIEL			N	ME	PERCENTILE/PERSENTIEL			N	ME	PERCENTILE/PERSENTIEL			
		(HRS)	25	50	75		(URE)	25	50	75		(HRS)	25	50	75	
0-4	8		10600			39	37	5400	5930	6300	28	29	4330	5880	7160	0-4
5-9	5		11700			15	37	6110	6960	8390	27	29	6520	7600	9260	5-9
10-14	1					6		8570			24	30	5270	7160	8980	10-14
15-19						4					10	34	7350	8020	9670	15-19
20-24	2					6		7850			6		9930			20-24
25-29						4					5		7840			25-29
30-34						4					3					30-34
35-39						1					3					35-39
40+						1					1					40+
UNKNOWN	1										3					ONBEKEND
TOTAL	17	40	9600	11700	15620	80	36	5760	6420	8390	110	29	5820	7210	9260	TOTAAL

YEARS JOB EXPERIENCE	486 TRAINING OFFICER 486 OPLEIDINGSBEAMPTTE					JARE WERK= ERVARING
	N	ME	PERCENTILE/PERSENTIEL			
		(URE)	25	50	75	
0-4	11	37	6000	6930	11790	0-4
5-9	5		13200			5-9
10-14	3					10-14
15-19	1					15-19
20-24						20-24
25-29	2					25-29
30-34						30-34
35-39						35-39
40+						40+
UNKNOWN						ONBEKEND
TOTAL	22	37	6500	10270	13300	TOTAAL



TABLE 8  
WAGE STRUCTURE OF FULL-TIME EMPLOYEES BY EMPLOYER,  
OCCUPATION AND MARITAL STATUS (R.P.A.)  
8.1 EMPLOYEES IN PUBLIC SECTOR

TABEL 8  
LOONSTRUKTUUR VAN VOLTYDSE WERKNEMERS VOLGENS  
WERKGEWER, BEROEP EN HUWELIJKSTAAT (R.P.J.)  
8.1 WERKNEMERS IN OPENBARE SEKTOR

OCCUPATION	MARRIED/GETROUD					UNMARRIED/ONGETROUD					BEROEP		
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL					
			25	50	75			25	50	75			
008 ADMIN. ASSISTANT	19	3	36	5430	6190	8880	16	1	37	5580	6050	6660	008 ADMIN. ASSISTANT
010 ADMIN. OFFICER	14	12	37	8470	10320	12340	21	21	36	8930	11650	12330	010 ADMIN. BEAMPT
034 ARCHIVIST	11	14	36	10220	12030	14220	12	5	36	5340	8020	11690	034 ARGIVARIS, KURATOR
071 CHEMIST	6	10			11770		12	4	36	8120	9480	15100	071 CHEMIKUS
075 CLERK, STOREMAN	17	5	37	4430	5930	7060	22	4	36	5510	6550	8500	075 KLERK, STROOMAN
076 CLINICAL PSYCHOLOG	5	3			5100		9	3			9300		076 KLINIESE SIELKUNDI
088 COMPUTER SCIENTIST	8	5			11070		11	2	36	9600	10560	15860	088 REKENAARWETENSKAPL
092 COPY WRITER	1						5	7			8400		092 KOPIESKRYWER
095 COUNSELLING PSYCHO	5	7			6350		6	1			6250		095 VOORLIGTINGSIELKUN
107 DIETICIAN	11	2	36	5290	6230	9750	19	3	36	5490	7200	10580	107 DIEETKUNDIGE
109 DIRECTORS													109 DIREKTEURE
137 OTHER DIRECTORS	10	23	41	12830	19780	22770	9	17			14220		137 ANDER DIREKTEURE
138 DOMESTIC SCIENTIST	8	3			9080		10	1	38	5580	5960	8300	138 HUISHOUDEKUNDIGE
143 EDITOR	6	8			9400		6	15			12210		143 REDAKTEUR
145 EDUCATIONAL PSYCHO	13	13	37	8440	12310	14520	22	15	32	12110	14430	17030	145 OPVOED. SIELKUNDIGE
181 MEDICAL PRACTITION	7	7	45	17620	20300	22000	7	5	53	17790	19800	22100	181 GENESHEER
191 HEADMASTER	19	20	31	11860	13350	17240	25	25	38	12400	14380	16880	191 SKOOLHOOF
201 HUMAN SCIENTIST/NEC	24	9	36	6620	8150	11100	22	4	38	6660	8980	10680	201 GEESTESWET. N.E.V.
211 INFORMATION OFFICE	7	1			5490		18	4	38	5920	6290	10470	211 INLIGTINGSBEAMPT
236 LECTURER	378	12	35	10130	12940	16020	338	12	35	9750	13100	16610	236 OGSST. LEKTOR
239 LIAISON OFFICER	15	5	37	7740	9100	11540	17	4	36	6070	7670	8850	239 SKAKELBEAMPT
240 LIBRARIAN	142	7	36	6820	8710	10660	166	9	36	7340	9130	11910	240 BIBLIOTEKARIS
246 MANAGERS													246 BESTUURDERS
285 MEDICAL, HOSPITAL	7	25			30200		5	30			29360		285 MEDIESE HOSPITAAL
341 MED. TECHNOLOGIST	7	4			9100		5	21			10510		341 MEDIESE TEGNOLOGG
349 MICRO-BIOLOGIST	2						13	12	36	8200	12030	14590	349 MIKROBIOLOGG
360 NATURAL SCIENTIST	15	7	36	6400	8110	16000	26	3	36	6620	8900	10960	360 NATUURWETENSKAPLIK
364 NURSE	47	8	37	5740	6450	7880	50	8	36	6280	6930	11390	364 VERPLEEGKUNDIGE
368 OCC. THERAPIST	13	3	35	5610	7140	10480	18	2	37	5660	6460	6520	368 ARBEIDSTERAPEUT
390 PERSONNEL OFFICER	9	6			8930		12	4	37	7860	8840	10530	390 PERSONEELBEAMPT
392 PHARMACIST	35	8	37	10700	12030	13000	33	8	36	9700	12350	15000	392 APTEKER
399 PHYSIOTHERAPIST	17	2	36	5700	6460	7460	16	3	37	5830	6680	7810	399 FISIOTERAPEUT
421 PROGRAMMER	8	5			9420		10	2	36	6250	7560	10650	421 PROGRAMMEERDER
430 PSYCHOLOGIST N.E.C	7	6			9300		6	4			7620		430 SIELKUNDIGE N.E.V.
433 PUBLIC PROSECUTOR	6	2			6600		13	1	40	5750	5990	6830	433 STAATSAAKLAER
439 RECEPTIONIST, SECY.	5	6			8390		9	10			6960		439 ONTVANGSDAME, SEKRE
452 SOCIAL WORKER	80	5	36	6300	7820	9550	90	3	36	5520	6440	9520	452 MAATSKAPLIKE WERKE
456 SPEECH THERAPIST	13	5	28	7260	9180	10580	17	3	32	6950	7760	9630	456 SPRAAKTERAPEUT
460 STATISTICIAN	7	5			5990		5	5			10510		460 STATISTIKUS
471 TEACHER	1040	7	28	7000	8510	9730	911	3	28	6030	7500	9750	471 ONDERWYSER
473 TECH. ASSISTANT	11	3	36	6400	8500	11050	11	6	36	6710	8340	5100	473 TEGNIESE ASSISTENT
487 TRANSLATOR	9	19			13560		8	12			11760		487 VERTALER
OTHER OCCUPATIONS	218						314						ANDER BEROEPE
TOTAL	2346	7	35	7050	9150	11570	2409	5	36	6530	8760	12040	TOTAAL

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

8.2 EMPLOYEES IN PRIVATE SECTOR

8.2 WERKNEMERS IN PRIVATE SEKTOR

OCCUPATION	MARRIED/GETROUD					UNMARRIED/ONGETROUD					BEROEP		
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL					
			25	50	75			25	50	75			
001 ACCOUNTANT (NOT FQE)	20	8	37	10230	12450	14380	20	7	36	10250	12750	15320	001 REKENMEESTER
004 ACCOUNTANT CLERK	14	4	36	7970	9300	10880	33	2	36	5460	6500	8390	004 REKENMEESTERSKLERK
010 ADMIN. OFFICER	2						8	2			9990		010 ADMIN. BEAMPT
035 ATTORNEY'S CLERK	8	4			5250		12	2	37	3890	5260	5800	035 PRCKUREURSKLERK
039 ATTORNEY, LAWYER	7	5			11300		9	6			12000		039 PRCKUREUR, NOTARIS
045 BANK CLERK	6	6			8630		7	2			5460		045 BANKKLERK
053 BOOKKEEPER	11	5	37	5460	7200	8320	7	3			7800		053 BCKHOUER
071 CHEMIST	14	4	37	9780	11570	13060	11	2	37	9880	11560	12790	071 CHEMIKUS
075 CLERK, STOREMAN	36	4	37	5790	6450	7780	24	1	36	6150	7130	7780	075 KLERK, STROOMAN
088 COMPUTER SCIENTIST	7	3			11050		6	4			12650		088 REKENAARWETENSKAPL
092 COPY WRITER	12	3	40	8380	9200	11300	22	3	44	7230	8470	10350	092 KOPIESKRYWER
109 DIRECTORS													109 DIREKTEURE
137 OTHER DIRECTORS	6	26			16760		7	12			12720		137 ANDER DIREKTEURE
143 EDITOR	9	4			8840		22	5	36	7800	8620	10060	143 REDAKTEUR
191 HEADMASTER	9	21			7270		5	13			10380		191 SKOOLHOOF
201 HUMAN SCIENTIST/NEC	2						6	8			8200		201 GEESTESWET. N.E.V.
211 INFORMATION OFFICE	5	5			12290		6	14			11430		211 INLIGTINGSBEAMPT
239 LIAISON OFFICER	11	4	36	5810	9100	11000	18	3	38	6320	7500	9460	239 SKAKELBEAMPT
240 LIBRARIAN	12	4	36	7820	8630	10660	14	8	36	8150	10670	13800	240 BIBLIOTEKARIS
246 MANAGERS													246 BESTUURDERS
291 PERSONNEL	8	13			1530		11	6	42	9400	14310	20580	291 PERSONEEL-
311 OTHER MANAGERS	7	13			7200		9	7			11470		311 ANDER BESTUURDERS
321 MARKETING PLANNER	11	5	35	8130	10000	11180	10	5	37	5110	9000	13680	321 BEMARKINGSBEPLANNE
349 MICRO-BIOLOGIST	1						9	2			10000		349 MIKROBIOLOGG
364 NURSE	8	6			5330		7	8			7260		364 VERPLEEGKUNDIGE
390 PERSONNEL OFFICER	20	4	36	7890	10000	11540	37	3	39	7750	5110	11470	390 PERSONEELBEAMPT
392 PHARMACIST	33	6	43	10500	12200	13420	39	5	44	10800	12350	14400	392 APTEKER
399 PHYSIOTHERAPIST	7	2			8190		8	2			7100		399 FISIOTERAPEUT
421 PROGRAMMER	18	3	36	7500	9020	12700	32	2	36	7600	9730	11140	421 PROGRAMMEERDER
435 QUANTITY SURVEYOR	6	7			16280		5	5			12400		435 BOUREKENAAR
439 RECEPTIONIST, SECY.	37	5	36	4680	5670	7400	33	4	37	5700	7480	8530	439 ONTVANGSDAME, SEKRE
442 REPRESENTATIVES	10	7	39	9240	11250	13640	7	4			13500		442 VERTEENVOORDIGERS
452 SOCIAL WORKER	45	4	36	5690	6420	8240	35	5	37	5610	6550	8410	452 MAATSKAPLIKE WERKE
467 SYSTEMS ANALYST	7	5			16080		9	5			13060		467 STELSELONTLEDER
471 TEACHER	72	10	28	6230	7500	9240	35	5	30	4700	5360	5360	471 ONDERWYSER
486 TRAINING OFFICER	8	4			5970		14	5	36	5960	10270	14400	486 OPLEIDINGSBEAMPT
487 TRANSLATOR	7	5			8800		7	4			8450		487 VERTALER
OTHER OCCUPATIONS	223						247						ANDER BEROEPE
TOTAL	719	5	36	6850	9360	13000	791	4	37	7070	9340	12350	TOTAAL

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

TABLE 9  
WAGE STRUCTURE OF FULL-TIME EMPLOYEES BY GEOGRAPHICAL  
DISTRIBUTION AND EMPLOYER (R.P.A.)

TABEL 9  
LOONSTRUKTUUR VAN VOLTYDSE WERKNEMERS VOLGENS GEOGRAFIESE  
VERSPREIDING EN WERKGEWER (R.P.J.)

GEOGRAPHICAL DISTRIBUTION	PUBLIC SECTOR/OPENBARE SEKTOR						PRIVATE SECTOR/PRIVATE SEKTOR					GEOGRAFIESE VERSPREIDING	
	N	MEDIAN YRS HRS		PERCENTILE/PERSENTIEL 25 50 75			N	MIDIAAN JRE URE		PERCENTILE/PERSENTIEL 25 50 75			
JOHANNESBURG	209	5	36	6150	7950	11030	226	5	37	7650	10160	13350	JOHANNESBURG
PRETORIA	447	4	36	6750	8740	11520	107	3	37	6860	8750	11400	PRETORIA
REST OF W-V AREA*	640	8	36	7050	9260	12500	348	6	37	8280	11150	14690	RES VAN W-V-GEBIED*
REST OF TRANSVAAL	1153	8	36	7400	9260	12410	225	5	36	6570	9100	13430	RES VAN TRANSVAAL
CAPE PENINSULA	605	7	36	6830	9050	12330	194	4	36	6340	8690	11190	KAAPSE SKIEREILAND
PORT ELIZABETH - UITENHAGE	54	2	36	5980	7560	10700	15	2	37	6450	9000	10200	PORT ELIZABETH - UITENHAGE
REST OF CAPE PROVINCE	684	5	33	6510	8520	10820	138	4	37	5830	7160	9890	RES VAN KAAPPROVINSIE
DURBAN	234	8	34	7020	9150	13010	104	5	36	7060	9250	12780	DURBAN
REST OF NATAL	379	7	34	7000	9230	11210	93	6	37	6380	9000	11250	RES VAN NATAL
BLOEMFONTEIN	76	3	36	5550	6450	9820	10	2	40	4800	6620	10930	BLOEMFONTEIN
REST OF OVS#	256	7	34	6990	8730	10740	43	3	37	5730	7680	9750	RES VAN OVS#
SOUTH-WEST AFRICA	29	2	34	6090	6900	11420	8	4			11250		SUIDWES-AFRIKA
NATIONAL STATES	13	9	38	6270	10950	21350	4						INASIONALE STATE
TOTAL	4779	7	35	6860	9100	11860	1515	5	37	7000	9350	12600	TOTAAL

\*REST OF WITWATERSRAND-VAAL TRIANGLE (INCLUDING SASOLBURG) \*RES VAN WITWATERSRAND-VAALDRIEHOEK (SASOLBURG INGESLUIT)  
 #REST OF ORANGE FREE STATE (EXCLUDING SASOLBURG) #RES VAN ORANJE-VRYSTAAT (SASOLBURG UITGESLUIT)  
 YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

TABLE 10  
WAGE STRUCTURE OF FULL-TIME EMPLOYEES BY OCCUPATION,  
GEOGRAPHICAL DISTRIBUTION AND EMPLOYER (R.P.A.)  
075 KLERK, STOREMAN

TABEL 10  
LOONSTRUKTUUR VAN VOLTYDSE WERKNEMERS VOLGENS BEROEP,  
GEOGRAFIESE VERSPREIDING EN WERKGEWER (R.P.J.)  
075 KLERK, STOCRMAN

GEOGRAPHICAL DISTRIBUTION	PUBLIC SECTOR/OPENBARE SEKTOR						PRIVATE SECTOR/PRIVATE SEKTOR						GEOGRAFIESE VERSPREIDING
	N	MEDIAN YRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE	PERCENTILE/PERSENTIEL					
		HRS	25	50	75		URE	25	50	75			
JOHANNESBURG	1					6	3				7540	JOHANNESBURG	
PRETORIA	2					3						PRETORIA	
REST OF W-V AREA*	4					6	2				7000	RES VAN W-V-GEBIED*	
REST OF TRANSVAAL	14	6	36	5440	6920	8690	10	4	37	6150	7350	9240	RES VAN TRANSVAAL
CAPE PENINSULA	5	1					10	1	36	6410	6900	7270	KAAPSE SKIEREILAND
PORT ELIZABETH - UITENHAGE													PORT ELIZABETH-UITENHAGE
REST OF CAPE PROVINCE	7	3			6010		9	3			6500		RES VAN KAAPPROVINSIE
DURBAN	3						4						DURBAN
REST OF NATAL							2						RES VAN NATAL
BLOEMFONTEIN	1						3						BLOEMFONTEIN
REST OF OFS#	1						7	1			5730		RES VAN OVS#
SOUTH-WEST AFRICA	1												SUIDWES-AFRIKA
NATIONAL STATES	1												NASIONALE STATE
TOTAL	39	4	37	5160	6340	7670	60	2	37	5870	6880	7780	TOTAAL

\*REST OF WITWATERSRAND-VAAL TRIANGLE (INCLUDING SASOLBURG) \*RES VAN WITWATERSRAND-VAALDRIEHCKE (SASOLBURG INGESLUIT)  
 #REST OF ORANGE FREE STATE (EXCLUDING SASOLBURG) #RES VAN ORANJE-VRYSTAAT (SASOLBURG UITGESLUIT)  
 YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

191 MEDICAL PRACTITIONER

161 GENEESHEER

GEOGRAPHICAL DISTRIBUTION	PUBLIC SECTOR/OPENBARE SEKTOR						PRIVATE SECTOR/PRIVATE SEKTOR						GEOGRAFIESE VERSPREIDING
	N	MEDIAN YRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE	PERCENTILE/PERSENTIEL					
		HRS	25	50	75		URE	25	50	75			
JOHANNESBURG	6	20				20400	1						JOHANNESBURG
PRETORIA	13	2	51	18070	18990	21120							PRETORIA
REST OF W-V AREA*	22	7	51	17600	21960	24620	1						RES VAN W-V-GEBIED*
REST OF TRANSVAAL	25	3	51	18000	20290	24570	1						RES VAN TRANSVAAL
CAPE PENINSULA	35	10	46	16860	19970	21520	1						KAAPSE SKIEREILAND
PORT ELIZABETH - UITENHAGE													PORT ELIZABETH-UITENHAGE
REST OF CAPE PROVINCE	13	21	51	17920	20780	24100	1						RES VAN KAAPPROVINSIE
DURBAN	4												DURBAN
REST OF NATAL	14	30	55	17620	19400	28580							RES VAN NATAL
BLOEMFONTEIN	3												BLOEMFONTEIN
REST OF OFS#	5	2				20440							RES VAN OVS#
SOUTH-WEST AFRICA	2												SUIDWES-AFRIKA
NATIONAL STATES	1												NASIONALE STATE
TOTAL	144	6	51	17720	20120	22120	5	4			26000		TOTAAL

\*REST OF WITWATERSRAND-VAAL TRIANGLE (INCLUDING SASOLBURG) \*RES VAN WITWATERSRAND-VAALDRIEHCKE (SASOLBURG INGESLUIT)  
 #REST OF ORANGE FREE STATE (EXCLUDING SASOLBURG) #RES VAN ORANJE-VRYSTAAT (SASOLBURG UITGESLUIT)  
 YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

236 LECTURER

236 DOSENT, LEKTOR

GEOGRAPHICAL DISTRIBUTION	PUBLIC SECTOR/OPENBARE SEKTOR						PRIVATE SECTOR/PRIVATE SEKTOR						GEOGRAFIESE VERSPREIDING
	N	MEDIAN YRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE	PERCENTILE/PERSENTIEL					
		HRS	25	50	75		URE	25	50	75			
JOHANNESBURG	34	9	35	8190	11540	16700							JOHANNESBURG
PRETORIA	65	8	35	9960	12980	14850							PRETORIA
REST OF W-V AREA*	98	15	36	9810	13160	17100	1						RES VAN W-V-GEBIED*
REST OF TRANSVAAL	187	12	35	10350	13360	17030	2						RES VAN TRANSVAAL
CAPE PENINSULA	85	14	35	9550	12280	16900							KAAPSE SKIEREILAND
PORT ELIZABETH - UITENHAGE	6	7				11930							PORT ELIZABETH-UITENHAGE
REST OF CAPE PROVINCE	91	12	33	10300	12750	15900	1						RES VAN KAAPPROVINSIE
DURBAN	55	13	36	10320	14340	17580							DURBAN
REST OF NATAL	53	9	35	8900	11560	14850							RES VAN NATAL
BLOEMFONTEIN	6	10				9440							BLOEMFONTEIN
REST OF OFS#	32	11	34	9680	11910	17080	1						RES VAN OVS#
SOUTH-WEST AFRICA	5	13				11640							SUIDWES-AFRIKA
NATIONAL STATES	3												NASIONALE STATE
TOTAL	720	12	35	9910	13000	16090	5	5			4510		TOTAAL

\*REST OF WITWATERSRAND-VAAL TRIANGLE (INCLUDING SASOLBURG) \*RES VAN WITWATERSRAND-VAALDRIEHCKE (SASOLBURG INGESLUIT)  
 #REST OF ORANGE FREE STATE (EXCLUDING SASOLBURG) #RES VAN ORANJE-VRYSTAAT (SASOLBURG UITGESLUIT)  
 YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

TABLE 10 (CONTINUED)

TABEL 10 (VERVOLG)

240 LIBRARIAN

240 BIBLIOTEKARIS

GEOGRAPHICAL DISTRIBUTION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					GEOGRAFIESE VERSPREIDING		
	N	MEDIAN YRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE	PERCENTILE/PERSENTIEL					
		HRS	25	50	75		URE	25	50	75			
JOHANNESBURG	11	12	36	8390	11650	13200	5	4		10040	JOHANNESBURG		
PRETORIA	37	3	36	6890	8400	10120	3				PRETORIA		
REST OF W-V AREA*	38	9	36	7200	9100	10980	9	11		10760	RES VAN W-V-GEBIED*		
REST OF TRANSVAAL	79	9	36	8000	9750	11910	6	3		8920	RES VAN TRANSVAAL		
CAPE PENINSULA	54	10	36	6940	8520	10840	1				KAAPSE SKIEREILAND		
PORT ELIZABETH - UITENHAGE	4										PORT ELIZABETH-UITENHAGE		
REST OF CAPE PROVINCE	27	10	36	6280	7090	11100	1				RES VAN KAAPPROVINSIE		
DURBAN	16	8	36	7040	8280	11790	1				DURBAN		
REST OF NATAL	21	10	36	5960	9800	12180	1				RES VAN NATAL		
BLOEMFONTEIN	6	8			11320						BLOEMFONTEIN		
REST OF OFS*	20	8	36	7080	9830	13520					RES VAN OVS*		
SOUTH-WEST AFRICA											SUIDWES-AFRIKA		
NATIONAL STATES											NASIONALE STATE		
TOTAL	313	8	36	7100	9000	11540	27	6	36	7880	9860	11090	TOTAAL

\*REST OF WITWATERSRAND-VAAL TRIANGLE (INCLUDING SASCLBURG) \*RES VAN WITWATERSRAND-VAALDRIEHOEK (SASCLBURG INGESLUIT)  
 \*REST OF ORANGE FREE STATE (EXCLUDING SASCLBURG) \*RES VAN ORANJE-VRYSTAAT (SASCLBURG UITGESLUIT)  
 YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

364 NURSE

364 VERPLEEGKUNDIGE

GEOGRAPHICAL DISTRIBUTION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					GEOGRAFIESE VERSPREIDING		
	N	MEDIAN YRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE	PERCENTILE/PERSENTIEL					
		HRS	25	50	75		URE	25	50	75			
JOHANNESBURG	4						4				JOHANNESBURG		
PRETORIA	5	9			6470		2				PRETORIA		
REST OF W-V AREA*	10	12	36	5630	6340	9020	4				RES VAN W-V-GEBIED*		
REST OF TRANSVAAL	33	10	36	6250	7080	11790	4				RES VAN TRANSVAAL		
CAPE PENINSULA	9	8			6890						KAAPSE SKIEREILAND		
PORT ELIZABETH - UITENHAGE	6	6			7030						PORT ELIZABETH-UITENHAGE		
REST OF CAPE PROVINCE	9	8			6710		1				RES VAN KAAPPROVINSIE		
DURBAN	4										DURBAN		
REST OF NATAL	4										RES VAN NATAL		
BLOEMFONTEIN	4										BLOEMFONTEIN		
REST OF OFS*	9	5			6580						RES VAN OVS*		
SOUTH-WEST AFRICA											SUIDWES-AFRIKA		
NATIONAL STATES											NASIONALE STATE		
TOTAL	97	8	37	6140	6700	9840	15	7	37	4850	6060	7800	TOTAAL

\*REST OF WITWATERSRAND-VAAL TRIANGLE (INCLUDING SASCLBURG) \*RES VAN WITWATERSRAND-VAALDRIEHOEK (SASCLBURG INGESLUIT)  
 \*REST OF ORANGE FREE STATE (EXCLUDING SASCLBURG) \*RES VAN ORANJE-VRYSTAAT (SASCLBURG UITGESLUIT)  
 YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

390 PERSONNEL OFFICER

390 PERSONEELBEAMPTTE

GEOGRAPHICAL DISTRIBUTION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					GEOGRAFIESE VERSPREIDING		
	N	MEDIAN YRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE	PERCENTILE/PERSENTIEL					
		HRS	25	50	75		URE	25	50	75			
JOHANNESBURG	2						9	4		9750	JOHANNESBURG		
PRETORIA	2						3				PRETORIA		
REST OF W-V AREA*	3						13	5	37	9880	11210	14680	RES VAN W-V-GEBIED*
REST OF TRANSVAAL	9	5			9230		10	3	37	7840	9100	9540	RES VAN TRANSVAAL
CAPE PENINSULA							8	1			9130		KAAPSE SKIEREILAND
PORT ELIZABETH - UITENHAGE	1												PORT ELIZABETH-UITENHAGE
REST OF CAPE PROVINCE	1						3						RES VAN KAAPPROVINSIE
DURBAN							7	6			8840		DURBAN
REST OF NATAL	2						2						RES VAN NATAL
BLOEMFONTEIN	1						1						BLOEMFONTEIN
REST OF OFS*													RES VAN OVS*
SOUTH-WEST AFRICA							1						SUIDWES-AFRIKA
NATIONAL STATES													NASIONALE STATE
TOTAL	21	5	36	7230	8930	11290	57	3	37	7820	9510	11440	TOTAAL

\*REST OF WITWATERSRAND-VAAL TRIANGLE (INCLUDING SASCLBURG) \*RES VAN WITWATERSRAND-VAALDRIEHOEK (SASCLBURG INGESLUIT)  
 \*REST OF ORANGE FREE STATE (EXCLUDING SASCLBURG) \*RES VAN ORANJE-VRYSTAAT (SASCLBURG UITGESLUIT)  
 YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

TABLE 10 (CONTINUED)

392 PHARMACIST

TABEL 10 (VERVOLG)

392 APTEKER

GEOGRAPHICAL DISTRIBUTION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					GEOGRAFIESE VERSPREIDING
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL 25 50 75			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL 25 50 75			
JOHANNESBURG	1					10	5 41	10600	12100	14710	JOHANNESBURG
PRETORIA	3					9	2		12650		PRETORIA
REST OF W-V AREA*	12	9 37	7090	12040	14790	17	2 45	12000	12600	15330	RES VAN W-V-GEBIED*
REST OF TRANSVAAL	19	8 36	11050	12030	13790	10	6 47	10650	11930	12570	RES VAN TRANSVAAL
CAPE PENINSULA	9	5		11290		5	1		12800		KAAPSE SKIEREILAND
PORT ELIZABETH - UITENHAGE	1					1					PORT ELIZABETH- UITENHAGE
REST OF CAPE PROVINCE	11	8 36	10000	12100	12930	5	6		8740		RES VAN KAAPPROVINSIE
DURBAN	4					5	20		10200		DURBAN
REST OF NATAL	4					5	11		12200		RES VAN NATAL
BLOEMFONTEIN						1					BLOEMFONTEIN
REST OF OFS#	4					2					RES VAN OVS#
SOUTH-WEST AFRICA						1					SUIDWES-AFRIKA
NATIONAL STATES						1					NASIONALE STATE
TOTAL	68	8 36	10120	12040	13110	72	5 44	10800	12280	13450	TOTAAL

\*REST OF WITWATERSRAND-VAAL TRIANGLE (INCLUDING SASOLBURG)

#REST OF ORANGE FREE STATE (EXCLUDING SASOLBURG)

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK

\*RES VAN WITWATERSRAND-VAALDRIEHOEK (SASOLBURG INGESLUIT)

#RES VAN ORANJE-VRYSTAAT (SASOLBURG UITGESLUIT)

JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

421 PROGRAMMER

421 PROGRAMMEERDER

GEOGRAPHICAL DISTRIBUTION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					GEOGRAFIESE VERSPREIDING
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL 25 50 75			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL 25 50 75			
JOHANNESBURG						9	3		10400		JOHANNESBURG
PRETORIA	4					6	1		8230		PRETORIA
REST OF W-V AREA*						11	4 35	9900	12000	12600	RES VAN W-V-GEBIED*
REST OF TRANSVAAL	5	8		11550		6	3		8040		RES VAN TRANSVAAL
CAPE PENINSULA	4					5	4		8650		KAAPSE SKIEREILAND
PORT ELIZABETH - UITENHAGE						1					PORT ELIZABETH- UITENHAGE
REST OF CAPE PROVINCE	1					3					RES VAN KAAPPROVINSIE
DURBAN						3					DURBAN
REST OF NATAL	4					3					RES VAN NATAL
BLOEMFONTEIN											BLOEMFONTEIN
REST OF OFS#						2					RES VAN OVS#
SOUTH-WEST AFRICA						1					SUIDWES-AFRIKA
NATIONAL STATES											NASIONALE STATE
TOTAL	18	3 36	6620	8460	10800	50	3 36	7530	9520	11770	TOTAAL

\*REST OF WITWATERSRAND-VAAL TRIANGLE (INCLUDING SASOLBURG)

#REST OF ORANGE FREE STATE (EXCLUDING SASOLBURG)

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK

\*RES VAN WITWATERSRAND-VAALDRIEHOEK (SASOLBURG INGESLUIT)

#RES VAN ORANJE-VRYSTAAT (SASOLBURG UITGESLUIT)

JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

439 RECEPTIONIST, SECY.

439 ONTVANGSDAME, SEKRE

GEOGRAPHICAL DISTRIBUTION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					GEOGRAFIESE VERSPREIDING
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL 25 50 75			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL 25 50 75			
JOHANNESBURG	1					10	5 37	5700	7710	8430	JOHANNESBURG
PRETORIA	4					4					PRETORIA
REST OF W-V AREA*	1					7	6		7800		RES VAN W-V-GEBIED*
REST OF TRANSVAAL	1					12	4 36	5250	7000	7750	RES VAN TRANSVAAL
CAPE PENINSULA	4					5	2		5100		KAAPSE SKIEREILAND
PORT ELIZABETH - UITENHAGE						1					PORT ELIZABETH- UITENHAGE
REST OF CAPE PROVINCE	1					9	3		6480		RES VAN KAAPPROVINSIE
DURBAN						7	11		6660		DURBAN
REST OF NATAL	1					9	3		5200		RES VAN NATAL
BLOEMFONTEIN						2					BLOEMFONTEIN
REST OF OFS#	1					4					RES VAN OVS#
SOUTH-WEST AFRICA											SUIDWES-AFRIKA
NATIONAL STATES											NASIONALE STATE
TOTAL	14	7 36	6240	7130	9180	70	4 36	4890	6630	7880	TOTAAL

\*REST OF WITWATERSRAND-VAAL TRIANGLE (INCLUDING SASOLBURG)

#REST OF ORANGE FREE STATE (EXCLUDING SASOLBURG)

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK

\*RES VAN WITWATERSRAND-VAALDRIEHOEK (SASOLBURG INGESLUIT)

#RES VAN ORANJE-VRYSTAAT (SASOLBURG UITGESLUIT)

JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

TABLE 10 (CONTINUED)

452 SOCIAL WORKER

TABEL 10 (VERVOLG)

452 MAATSKAPLIKE WERKE

GEOGRAPHICAL DISTRIBUTION	PUBLIC SECTOR/OPENBARE SEKTOR						PRIVATE SECTOR/PRIVATE SEKTOR						GEOGRAFIESE VERSPREIDING
	N	MEDIAN		PERCENTILE/PERSENTIEL			N	MEDIAN		PERCENTILE/PERSENTIEL			
		YRS	HRS	25	50	75		JRE	URE	25	50	75	
JOHANNESBURG	4						5	5			5740		JOHANNESBURG
PRETORIA	11	3	36	5160	5910	9050	3						PRETORIA
REST OF W-V AREA*	20	5	40	5950	7500	10700	10	8	36	6320	8070	10760	RES VAN W-V-GEBIED*
REST OF TRANSVAAL	32	4	40	5730	7650	9910	15	4	36	5800	6420	7870	RES VAN TRANSVAAL
CAPE PENINSULA	41	6	36	6210	7530	11540	9	14			7740		KAAPSE SKIEREILAND
PORT ELIZABETH - UITENHAGE	6	3			5910		2						PORT ELIZABETH-UITENHAGE
REST OF CAPE PROVINCE	27	4	37	5990	7470	9940	17	3	36	5310	5980	7750	RES VAN KAAPPROVINSIE
DURBAN	11	3	36	5520	6190	8390	6	3			6310		DURBAN
REST OF NATAL	12	6	37	6040	7000	8720	6	12			6590		RES VAN NATAL
BLOEMFONTEIN	1						1						BLOEMFONTEIN
REST OF OVS#	6	3			6000		5	4			8400		RES VAN OVS#
SOUTH-WEST AFRICA													SUIDWES-AFRIKA
NATIONAL STATES							1						NASIONALE STATE
TOTAL	171	4	36	5850	7080	9640	80	5	36	5760	6420	8390	TOTAAL

\*REST OF WITWATERSRAND-VAAL TRIANGLE (INCLUDING SASOLBURG)

#REST OF ORANGE FREE STATE (EXCLUDING SASOLBURG)

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK

\*RES VAN WITWATERSRAND-VAALDRIEHOEK (SASOLBURG INGESLUIT)

#RES VAN ORANJE-VRYSTAAT (SASOLBURG UITGESLUIT)

JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

471 TEACHER

471 ONDERWYSER

GEOGRAPHICAL DISTRIBUTION	PUBLIC SECTOR/OPENBARE SEKTOR						PRIVATE SECTOR/PRIVATE SEKTOR						GEOGRAFIESE VERSPREIDING
	N	MEDIAN		PERCENTILE/PERSENTIEL			N	MEDIAN		PERCENTILE/PERSENTIEL			
		YRS	HRS	25	50	75		JRE	URE	25	50	75	
JOHANNESBURG	87	3	26	6010	7050	8610	15	9	30	7000	9130	10320	JOHANNESBURG
PRETORIA	108	4	27	6510	7570	9260	5	4			5840		PRETORIA
REST OF W-V AREA*	273	6	28	6530	8540	9910	31	11	26	6190	7800	9200	RES VAN W-V-GEBIED*
REST OF TRANSVAAL	420	7	28	6530	8210	9360	16	9	29	4170	6270	7950	RES VAN TRANSVAAL
CAPE PENINSULA	203	4	28	6640	7940	9850	13	12	33	5350	7690	9000	KAAPSE SKIEREILAND
PORT ELIZABETH - UITENHAGE	23	3	25	5550	7050	9750	1						PORT ELIZABETH-UITENHAGE
REST OF CAPE PROVINCE	381	4	27	6470	7570	9260	7	11			6000		RES VAN KAAPPROVINSIE
DURBAN	96	7	30	6960	8510	9860	5	3			7100		DURBAN
REST OF NATAL	188	6	30	6680	8550	9910	15	10	32	6160	8280	9750	RES VAN NATAL
BLOEMFONTEIN	19	3	22	5940	6670	8180							BLOEMFONTEIN
REST OF OVS#	137	7	28	7020	8550	9780							RES VAN OVS#
SOUTH-WEST AFRICA	15	1	30	5960	6550	8550	1						SUIDWES-AFRIKA
NATIONAL STATES	6	2			6270		1						NASIONALE STATE
TOTAL	1956	5	28	6530	8010	9750	110	9	29	5820	7210	9260	TOTAAL

\*REST OF WITWATERSRAND-VAAL TRIANGLE (INCLUDING SASOLBURG)

#REST OF ORANGE FREE STATE (EXCLUDING SASOLBURG)

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK

\*RES VAN WITWATERSRAND-VAALDRIEHOEK (SASOLBURG INGESLUIT)

#RES VAN ORANJE-VRYSTAAT (SASOLBURG UITGESLUIT)

JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

TABLE 11  
WAGE STRUCTURE OF FULL-TIME EMPLOYEES BY  
ECONOMIC SECTOR AND EMPLOYER (R.P.A.)

TABEL 11  
LOONSTRUKTUUR VAN VOLTYDSE WERKNEMERS VOLGENS  
EKONOMIESE SEKTOR EN WERKGEWER (R.P.J.)

ECONOMIC SECTOR	PUBLIC SECTOR/OPENBARE SEKTOR						PRIVATE SECTOR/PRIVATE SEKTOR						EKONOMIESE SEKTOR
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL					
			25	50	75			25	50	75			
FORESTRY, AGRICULTURE AND FISHERIES	7	12	9300			32	4 38	5080	7100	12300	BOSBOU, LANDBOU EN VISSERIE		
MINING						71	5 36	9110	11170	15000	MYNBOU		
ELECTRICITY, GAS AND WATER SUPPLY	3					26	4 36	8400	11290	16230	ELEKTRISITEITS-, GAS- EN WATERVOORSIENING		
BUILDING AND CONSTRU- TION	1					24	7 37	8920	11340	16600	BOU EN KONSTRUKSIE		
MANUFACTURING	4					292	4 37	8440	10400	13740	FABRIEKSWESE		
TRANSPORT, STORAGE AND COMMUNICATION	66	4 38	7290	9610	12550	26	4 37	6770	8140	10550	VERVOER, BERGING EN KOMMUNIKASIE		
COMMERCE						171	5 38	7150	9600	13020	HANDEL		
FINANCE	6	4	8040			169	3 36	7080	9480	12490	FINANSIEWESE		
MEDICAL, DENTAL AND OTHER HEALTH SERVICES	676	7 38	6710	11050	18150	119	5 40	7100	10200	13000	MEDIESE, TANDHEELKUN- DIGE E.A. GESONDHEIDS- DIENSTE		
BUSINESS SERVICES	4					276	4 36	6710	9500	13000	BESIGHEIDSDIENSTE		
OTHER PERSONAL SERVICES	35	4 36	5520	7000	9750	96	6 36	5080	6300	8400	ANDER PERSOONLIKE DIENSTE		
PROTECTION SERVICES	86	3 38	5970	6860	9050	3					BESKERMINGSDIENSTE		
ALL OTHER GOVERNMENT SERVICES	3890	7 34	6960	8960	11210	197	5 34	6000	7600	9710	ALLE ANDER OWERHEIDS- DIENSTE		
NOT INDICATED	1					13	6 37	8530	10920	16840	NIE AANGEDUI NIE		
TOTAL	4779	7 35	6860	9100	11860	1515	5 37	7000	9350	12600	TOTAAL		

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK  
ECONOMIC SECTOR CLASSIFICATION SEE TEXT

JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK  
EKONOMIESE SEKTORKLASSIFIKASIE KYK TEKS

TABLE 12  
WAGE STRUCTURE OF FULL-TIME EMPLOYEES BY ECONOMIC  
SECTOR, OCCUPATION AND EMPLOYER (R.P.A.)  
12.1 FORESTRY, AGRICULTURE AND FISHERIES

TABEL 12  
LOONSTRUKTUUR VAN VOLTYDSE WERKNEMERS VOLGENS EKONOMIESE  
SEKTOR, BEROEP EN WERKGEWER (R.P.A.)  
12.1 BOSBOU, LANDBOU EN VISSERIE

OCCUPATION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					BEROEP
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL 25 50 75			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL 25 50 75			
075 CLERK, STOREMAN						51	5			5940	075 KLERK, STOORMAN
439 RECEPTIONIST, SECY.						71	4			5040	439 ONTVANGSDAME, SEKRE
OTHER OCCUPATIONS	71					201					ANDER BERGEPE
TOTAL	71	12			9300	321	4 381			5080 7100 12300	TOTAAL

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

12.2 MINING

12.2 MYNBOU

OCCUPATION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					BEROEP
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL 25 50 75			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL 25 50 75			
075 CLERK, STOREMAN						61	4			8150	075 KLERK, STOORMAN
240 LIBRARIAN						51	7			12860	240 BIBLIOTEKARIS
390 PERSONNEL OFFICER						51	2			9110	390 PERSONEELBEAMPTTE
421 PROGRAMMER						71	2			10350	421 PRGRAMMEERDER
OTHER OCCUPATIONS	01					481					ANDER BERGEPE
TOTAL						711	5 361			9110 11170 15000	TOTAAL

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

12.5 MANUFACTURING

12.5 FABRIEKSWESE

OCCUPATION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					BEROEP
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL 25 50 75			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL 25 50 75			
001 ACCQUANTANT(INCT FOE)						81	15			12280	001 REKENMEESTER
010 ADMIN. OFFICER						51	3			10800	010 ADMIN. BEAMPTTE
071 CHEMIST						181	3 371			9630 11450 13120	071 CHEMIKUS
075 CLERK, STOREMAN						61	4			7950	075 KLERK, STOORMAN
092 COPY WRITER						231	3 421			7540 9200 10210	092 KOPIESKRYWER
143 EDITOR	11					181	5 361			7140 8500 10230	143 REDAKTEUR
240 LIBRARIAN						71	6			8560	240 BIBLIOTEKARIS
246 MANAGERS											246 BESTUURDERS
282 MARKETING						81	6			13130	282 BEWAKINGS-
295 PRODUCT						81	5			15130	295 PRDUKTE-
349 MICRO-BIOLOGIST						51	3			11990	349 MIKROBIOLOG
390 PERSONNEL OFFICER						201	4 371			8240 9630 12810	390 PERSONEELBEAMPTTE
392 PHARMACIST						81	5			13050	392 APTEKER
421 PROGRAMMER						101	3 371			8620 9910 12880	421 PRGRAMMEERDER
439 RECEPTIONIST, SECY.						61	3			5650	439 ONTVANGSDAME, SEKRE
467 SYSTEMS ANALYST						51	5			13780	467 STELSELONTLEDER
486 TRAINING OFFICER						61	6			13310	486 OPLEIDINGSBEAMPTTE
487 TRANSLATOR						51	9			6750	487 VERTALER
OTHER OCCUPATIONS	31					1261					ANDER BERGEPE
TOTAL	41					2921	4 371			8440 10400 12740	TOTAAL

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

12.6 TRANSPORT, STORAGE AND COMMUNICATION

12.6 VERVOER, BERGING EN KOMMUNIKASIE

OCCUPATION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					BEROEP
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL 25 50 75			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL 25 50 75			
023 AIR HOSTESS	101	2 361			5960 6930 8600						023 LUGVAARDIN
088 COMPUTER SCIENTIST	81	3			11080						088 REKENAARWETENSKAPL
092 COPY WRITER	11					61	2			8100	092 KOPIESKRYWER
143 EDITOR	51	7			10040	21					143 REDAKTEUR
OTHER OCCUPATIONS	421					181					ANDER BERGEPE
TOTAL	661	4 381			7290 9610 12550	261	4 371			6770 8140 10550	TOTAAL

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK



TABLE 12 (CONTINUED)

TABEL 12 (VERVOLG)

12.7 COMMERCE

12.7 HANDEL

OCCUPATION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					BEROEP
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL			
			25	50	75			25	50	75	
001 ACCOUNTANT (NOT FQE)						9	7			12900	001 REKENMEESTER
062 BUYER, PURCHASER						7	4			10400	062 AANKOPER, INKOPER
239 LIAISON OFFICER						7	5			7200	239 SKAKELBEAMPT
246 MANAGERS											246 BESTUURDERS
291 PERSONNEL						8	2			8940	291 PERSONEEL-
311 OTHER MANAGERS						6	7			7200	311 ANDER BESTUURDERS
390 PERSONNEL OFFICER						13	3	40	6820	8500	10350 390 PERSONEELBEAMPT
392 PHARMACIST						20	6	43	10150	12100	13240 392 APTEKER
421 PROGRAMMER						5	2			7480	421 PROGRAMMEERDER
439 RECEPTIONIST, SECY.						12	2	37	3860	4800	6880 439 ONTVANGSDAME, SEKRE
442 REPRESENTATIVES						8	6			10500	442 VERTEENWOORDIGERS
444 SALESMAN						5	2			8580	444 VERKOPSMAN
OTHER OCCUPATIONS	0					7					ANDER BEROEPE
TOTAL						171	5	38	7150	9600	13020 TOTAAL

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

12.8 FINANCE

12.8 FINANSIEWESE

OCCUPATION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					BEROEP
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL			
			25	50	75			25	50	75	
001 ACCOUNTANT (NOT FQE)						8	10			13150	001 REKENMEESTER
007 ACTUARY CLERK						9	2			9340	007 AKTUARIELE KLERK
045 BANK CLERK						13	5	37	5330	6300	10150 045 BANKKLERK
075 CLERK, STOREMAN	1					26	1	37	5740	6900	7310 075 KLERK, STROOMAN
166 ESTATE AGENT						5	8			9480	166 EIENDOMSAGENT
225 INVESTMENT ADVISER						6	3			9880	225 BELEGGINGSADVISEUR
239 LIAISON OFFICER	1					6	7			9920	239 SKAKELBEAMPT
246 MANAGERS											246 BESTUURDERS
291 PERSONNEL						5	9			15710	291 PERSONEEL-
390 PERSONNEL OFFICER						6	4			10250	390 PERSONEELBEAMPT
421 PROGRAMMER						10	4	35	8430	10310	11350 421 PROGRAMMEERDER
486 TRAINING OFFICER						7	2			6550	486 OPLEIDINGSBEAMPT
OTHER OCCUPATIONS	4					68					ANDER BEROEPE
TOTAL	6	4			8040	165	3	36	7080	9480	12450 TOTAAL

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

12.9 MEDICAL, DENTAL AND OTHER HEALTH SERVICES

12.9 MEDIESE, TANDHEELKUNDIGE E.A. GESONDHEIDSDIENSTE

OCCUPATION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					BEROEP	
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL				
			25	50	75			25	50	75		
047 BIOCHEMIST	7	5			8400	1					047 BIOCHEMIKUS	
076 CLINICAL PSYCHOLOG	9	5			8400	2					076 KLINIESE SIELKUNDI	
103 DENTIST	9	6			19650	2					103 TANDARTS	
107 DIETICIAN	26	3	36	5430	6490	10300	1				107 DIEETKUNDIGE	
181 MEDICAL PRACTITION	140	6	51	17660	19990	22120	5	4		26000	181 GENEESHEER	
236 LECTURER	90	18	36	10030	13460	23850					236 DOSENT, LEKTOR	
239 LIAISON OFFICER	11	5	38	6400	8020	9100	1				239 SKAKELBEAMPT	
246 MANAGERS											246 BESTUURDERS	
285 MEDICAL, HOSPITAL	11	28	53	29360	30200	31100	1				285 MEDIESE, HOSPITAAL	
331 MED. RESEARCH OFFIC	7	8			9750		1				331 MEDIESE NAVGRSER	
332 MEDICAL SPECIALIST											332 MEDIESE SPESIALIST	
340 OTHER MED. SPECIAL	5	15			29000						340 ANDER MED. SPESIAL	
341 MED. TECHNOLOGIST	12	7	37	6640	10050	11490	4				341 MEDIESE TEGNOLGG	
349 MICRO-BIOLOGIST	5	2			7300		2				349 MIKROBIOLOGG	
360 NATURAL SCIENTIST	6	4			7490		1				360 NATUURWETENSKAPLIK	
364 NURSE	88	8	37	6010	6650	9560	11	8	38	4300	6060	7500 364 VERPLEEGKUNDIGE
365 NURSE STUDENT	7	4			3670						365 VERPLEEG - LEERLIN	
368 OCC. THERAPIST	24	2	36	5570	5980	6770					368 ARBEIDSTERAPEUT	
392 PHARMACIST	57	8	37	10000	12000	13000	42	5	45	10650	12130	13410 392 APTEKER
399 PHYSIC THERAPIST	29	2	37	5700	6420	7050	15	2	38	6250	7100	8800 399 FISIOTERAPEUT
439 RECEPTIONIST, SECY.							6	21		4560		439 ONTVANGSDAME, SEKRE
452 SOCIAL WORKER	40	5	36	5920	7520	9710	2					452 MAATSKAPLIKE WERKE
458 SPEECH THERAPIST	10	5	36	6310	8500	10150	1					458 SPRAAKTERAPEUT EN
459 SPEECH THERAPIST +	9	2			7220		1					459 SPRAAKTERAPEUT EN
499 VETERINARIAN	5	<1			11480		4					499 VEEARTS
OTHER OCCUPATIONS	69						15					ANDER BEROEPE
TOTAL	676	7	38	6710	11050	18150	115	5	40	7100	10200	13000 TOTAAL

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

TABLE 12 (CONTINUED)

TABEL 12 (VERVOLG)

12.10 BUSINESS SERVICES

12.10 BESIGHEIDSDIENSTE

OCCUPATION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					BEROEP
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL			
			25	50	75			25	50	75	
001 ACCOUNTANT (NOT FQE)						11	5 35	9000	12500	14950	001 REKENMEESTER
002 ACCOUNTANT (CA, FQE)						6	10		13800		002 REKENMEESTER (GR, FKE)
004 ACCOUNTANT CLERK						43	2 36	5870	7400	9000	004 REKENMEESTERSKLERK
032 ARCHITECT						6	5		12320		032 ARGITEK
035 ATTORNEY'S CLERK						20	3 37	3810	5260	6000	035 PRCKUPEURSKLERK
039 ATTORNEY, LAWYER						16	6 37	9750	11650	17190	039 PRCKUPEUR, NOTARIS
053 BOOKKEEPER						6	4		6940		053 BCKHCUER
075 CLERK, STOREMAN						5	2		6000		075 KLERK, STOORMAN
088 COMPUTER SCIENTIST	1					6	5		12450		088 REKENAARWETENSKAPL
092 COPY WRITER						5	3		12000		092 KOPIESKRYWER
129 LIAISON OFFICER						5	3		10400		129 SKAKELBEAMPTTE
1240 LIBRARIAN						5	5		10800		1240 BIBLICTEKARIS
1321 MARKETING PLANNER						8	2		9000		1321 BEMARKINGSBEPLANNE
1389 PERSONNEL ADVISER						12	2 37	6040	7350	5710	1389 PERSONEEL ADVISEUR
1421 PROGRAMMER						10	4 37	6150	10450	12350	1421 PRGRAMMEERDER
1435 QUANTITY SURVEYOR						7	6		16250		1435 BOUREKENAAR
1439 RECEPTIONIST, SECY.						14	3 35	5880	7150	8000	1439 ONTVANGSDAME, SEKRE
1467 SYSTEMS ANALYST						5	6		15000		1467 STELSELNLEDER
OTHER OCCUPATIONS	3					86					ANDER BEROEPE
TOTAL	4					276	4 36	6710	9500	13000	TOTAAL

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

12.11 OTHER PERSONAL SERVICES

12.11 ANDER PERSOONLIKE DIENSTE

OCCUPATION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					BEROEP
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL			
			25	50	75			25	50	75	
068 CHAPLAIN, CLERGYMAN						6	8		6950		068 KAPELAAN, OCMINEE
439 RECEPTIONIST, SECY.						8	8		7310		439 ONTVANGSDAME, SEKRE
452 SOCIAL WORKER	12	3 36	5520	5920	6910	35	4 36	5740	6150	7200	452 MAATSKAPLIKE WERKE
471 TEACHER						10	5 30	4470	5330	7500	471 ONDERWYSER
OTHER OCCUPATIONS	23					33					ANDER BEROEPE
TOTAL	35	4 36	5520	7000	5750	96	6 36	5080	6200	8400	TOTAAL

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

12.12 PROTECTION SERVICES

12.12 BESKERMINGSDIENSTE

OCCUPATION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					BEROEP
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL			
			25	50	75			25	50	75	
211 INFORMATION OFFICER	13	2 38	5180	5980	6290						211 INLIGTINGSBEAMPTTE
240 LIBRARIAN	5	3		7200							240 BIBLICTEKARIS
342 MILITARY STAFF	14	4 35	5390	6150	8130						342 MILITERE STAF
452 SOCIAL WORKER	23	3 36	6370	7310	9030						452 MAATSKAPLIKE WERKE
OTHER OCCUPATIONS	31					3					ANDER BEROEPE
TOTAL	86	3 38	5970	6860	9050	3					TOTAAL

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

12.13 ALL OTHER GOVERNMENT SERVICES

12.13 ALLE ANDER OERHEIDSDIENSTE

OCCUPATION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					BEROEP
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL			
			25	50	75			25	50	75	
001 ACCOUNTANT (NOT FQE)	7	13		10560							001 REKENMEESTER
008 ADMIN. ASSISTANT	32	2 36	5510	6140	7660	1					008 ADMIN. ASSISTENT
009 ADMIN. ASSIST. (SAA)	10	5 36	6060	6860	7320						009 ADMIN. ASSIST. (SAA)
010 ADMIN. OFFICER	32	15 37	9930	11700	12450	1					010 ADMIN. BEAMPTTE
019 AGRICULTURAL RESEA	12	2 36	6420	8680	12440						019 LANDBOGLNAVORSER
026 ANALYTICAL CHEMIST	5	11		12410							026 ANALITIES CHEMIKUS
031 ARCHNCLGIST	8	16		11850							031 ARCHNCLG
034 ARCHIVIST	23	12 36	6000	10990	13980						034 ARGIVARIS, KURATOR
052 HOUSEMASTER, MATRON	9	9		5460		1					052 HUISVADER, MATRONE
054 BCTANIST	11	3 36	5790	6920	12000						054 PLANTKUNDIGE
071 CHEMIST	17	5 36	8210	11050	15400						071 CHEMIKUS
075 CLERK, STOREMAN	32	4 36	5170	6550	7670	2					075 KLERK, STOORMAN
088 COMPUTER SCIENTIST	10	3 34	9120	10560	11460						088 REKENAARWETENSKAPL
092 COPY WRITER	5	7		8400							092 KOPIESKRYWER
102 DANCER, MUSICIAN	8	9		11580							102 DANSER, MUSIKUS
108 DIPLOMAT	5	9		9750							108 DIPLOMAAT
109 DIRECTORS											109 DIREKTEURE
137 OTHER DIRECTORS	16	20 40	12280	17630	22680	6	15		15450		137 ANDER DIREKTEURE
138 DOMES											

TABLE 12 (CONTINUED)

TABEL 12 (VERVOLG)

12.13 ALL OTHER GOVERNMENT SERVICES (CONTINUED)

12.13 ALLE ANDER OORWERHEIDSDIENSTE (VERVOLG)

OCCUPATION	PUBLIC SECTOR/OPENBARE SEKTOR						PRIVATE SECTOR/PRIVÉE SEKTOR						BEROEP
	N	MEDIAN		PERCENTILE/PERSENTIEL			N	MIDIAAN		PERCENTILE/PERSENTIEL			
		YRS	HRS	25	50	75		JRE	URE	25	50	75	
142 ECONOMIST	5	5				8840							142 EKONOOM
143 EDITOR	5	9				9200							143 REDAKTEUR
144 EDUCATIONAL ADVISER	11	21	38	8420	15000	17100	1						144 ONDERWYSADVISEUR
145 EDUCATIONAL PSYCHOLOGIST	31	13	31	9860	13680	16900							145 OPVOED. SIELKUNDIGE
151 ENGINEERS													151 INGENIEURS
155 CIVIL	8	7				14960							155 SIVIELE
188 GLOSSOLOGIST	8	10				10280							188 TERMINOLOG, TOLK
191 HEADMASTER	43	22	34	12000	14380	17100	13	19	33	6500	7270	12380	191 SKOOLHOOF
201 HUMAN SCIENTIST/NEC	40	8	37	6710	8540	11100	2						201 GEESTESMET. N.E.V.
204 HYDROLOGIST	6	4				7310							204 HIDROLOG
211 INFORMATION OFFICER	12	8	37	5800	9330	11630	1						211 INLIGTINGSBEAMPT
214 INSPECTOR EDUCATION	11	31	40	20400	20400	22100							214 INSPEKTEUR ONDERWY
236 LECTURER	625	11	35	9900	13000	16000	3						236 DOSENT, LEKTOR
239 LIAISON OFFICER	20	4	36	6570	7770	10400	1						239 SKAKELBEAMPT
240 LIBRARIAN	302	9	36	7100	9050	11550	4						240 BIBLIOTEKARIS
313 MANPOWER PLANNER	5	3				8340							313 MANNEKRAGBEPLANNER
331 MED. RESEARCH OFFICER	6	7				9480							331 MEDIËSE NAVORSER
349 MICRO-BIOLOGIST	10	9	36	9780	11990	16160							349 MIKROBIOLOG
360 NATURAL SCIENTIST	33	5	36	6620	8690	12540	1						360 NATUURWETENSKAPLIK
364 NURSE	9	4				7410							364 VERPLEEGKUNDE
368 OCC. THERAPIST	7	6				9750							368 ARBEIDSTERAPEUT
390 PERSONNEL OFFICER	18	5	36	7270	8690	11170	5	1		8190			390 PERSONNEELBEAMPT
392 PHARMACIST	5	9				12510							392 APTEKER
396 PHYSICIST	5	5				9000							396 FISIKAUS
421 PROGRAMMER	14	4	36	6800	8590	10800	1						421 PROGRAMMEERDER
430 PSYCHOLOGIST N.E.C.	9	6				9300							430 SIELKUNDIGE N.E.V.
433 PUBLIC PROSECUTOR	19	2	39	5750	6190	7230							433 STAATSANKLAER
439 RECEPTIONIST, SECY.	13	7	36	5780	6960	9050	6	10		8290			439 ONTVANGSDAME, SEKRE
452 SOCIAL WORKER	95	4	36	5840	7000	10020	32	6	37	5520	6420	8450	452 MAATSKAPLIKE WERKE
458 SPEECH THERAPIST	20	4	28	7060	8280	10500							458 SPRAAKTERAPEUT
459 SPEECH THERAPIST +	8	6				8980							459 SPRAAKTERAPEUT EN
460 STATISTICIAN	13	5	36	7740	10250	12780	1						460 STATISTIKUS
471 TEACHER	1955	5	28	6530	8010	9750	100	9	29	6000	7550	9260	471 ONDERWYSER
473 TECH. ASSISTANT	19	3	36	6420	8140	8850							473 TEGNIESE ASSISTENT
475 TECHNICIAN N.E.C.	10	4	36	6660	8100	9270							475 TEGNIKUS N.E.V.
479 TOWN + REGIONAL PL	5	10				13490							479 STADS- + STREEKSBEP
487 TRANSLATOR	16	21	36	9270	13040	14920							487 VERTALER
496 TYPIST	5	7				5980							496 TIKSTER
503 VOCATIONAL COUNSEL	6	7				8190							503 BEROEPSRAADGENER
OTHER OCCUPATIONS	200						13						ANDER BEROEPE
TOTAL	3890	7	34	6960	8960	11210	197	9	34	6000	7600	9710	TOTAAL

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

TABLE 13  
WAGE STRUCTURE OF FULL-TIME EMPLOYEES WITH HIGHEST  
QUALIFICATION A B-DEGREE IN THE GENERAL HUMAN  
SCIENCES (B.A.) BY OCCUPATION AND EMPLOYER (R.P.A.)

TABEL 13  
LOONSJUKTUUR VAN VOLTIDSE WERKNEMERS MET HOOGSTE  
KWALIFIKASIE 'N B.-GRAAD IN DIE ALGEMENE GEESTESWETENSAPPE  
(B.A.) VOLGENS BEROEP EN WERKGEWER (R.P.J.)

OCCUPATION	PUBLIC SECTOR/OPENBARE SEKTOR						PRIVATE SECTOR/PRIVATE SEKTOR						BEROEP
	N	MEDIAN YRS	PERCENTILE/ HRS	PERSENTIEL	PERSENTIEL	PERSENTIEL	N	MEDIAAN JRE	PERCENTILE/ URE	PERSENTIEL	PERSENTIEL	BEROEP	
			25	50	75			25	50	75			
008 ADMIN. ASSISTANT	13	2	36	5420	6190	6890						008 ADMIN. ASSISTENT	
009 ADMIN. ASSIST. (SAA)	6	5			6710							009 ADMIN. ASSIST. (SAA)	
010 ADMIN. OFFICER	22	14	36	8690	11050	12000	4					010 ADMIN. BEAMPT	
023 AIR HOSTESS	5	2			7150							023 LUGWAARDIN	
034 ARCHIVIST	7	12			10990							034 ARGIVARIS, KURATOR	
035 ATTORNEY'S CLERK							5	1		3780		035 PROKUREURSKLERK	
075 CLERK, STOREMAN	16	6	37	4590	5770	8060	17	2	37	5290	6500	7540	075 KLERK, STOORMAN
092 COPY WRITER	4						20	3	44	7540	8910	10490	092 KOPIESKRYWER
143 EDITOR	4						14	4	36	7390	8360	9700	143 REDAKTEUR
191 HEADMASTER	5	25			13350		5	16			7070		191 SKOOLHOOF
201 HUMAN SCIENTIST/NEC	6	9			7230		2						201 GEESTESWET. N.E.V.
211 INFORMATION OFFICER	14	2	39	5240	5980	7030	2						211 INLIGTINGSBEAMPT
236 LECTURER	48	14	32	7480	10740	14280	1						236 OOSSENT, LEKTOR
239 LIAISON OFFICER	11	5	36	6420	8650	11000	15	4	37	6000	8400	10830	239 SKAKELBEAMPT
240 LIBRARIAN	60	6	36	6110	7250	8720	7	11			10040		240 BIBLIOTEKARIS
246 MANAGERS													246 BESTUURDERS
291 PERSONNEL							9	6			12600		291 PERSONEEL-
311 OTHER MANAGERS							6	6			9130		311 ANDER BESTUURDERS
321 MARKETING PLANNER							7	5			6000		321 BEMARKINGSBEPLANNE
342 MILITARY STAFF	7	1			6070								342 MILITERE STAF
364 NURSE	10	30	36	10580	12590	14220	3						364 VERPLEEGKUNDIGE
389 PERSONNEL ADVISER							7	1			6200		389 PERSONEELADVISEUR
390 PERSONNEL OFFICER	8	8			9180		24	4	37	8520	9690	11690	390 PERSONEELBEAMPT
421 PROGRAMMER	1						7	2			8000		421 PROGRAMMEERDER
439 RECEPTIONIST, SECY.	10	6	36	6240	6850	9110	40	4	36	5060	6980	7840	439 ONTVANGSDAME, SEKRE
442 REPRESENTATIVES							7	8			14500		442 VERTEENWOORDIGERS
451 SERVICE CAPACITY O							5	3			7200		451 DIENSTE BERGEPE
452 SOCIAL WORKER	2						5	15			6550		452 MAATSKAPLIKE WERKE
471 TEACHER	34	7	27	5950	8090	9750	26	12	30	5240	6690	8840	471 ONDERWYSER
486 TRAINING OFFICER	1						9	5			8910		486 OPLEIDINGSBEAMPT
487 TRANSLATOR	8	20			13710		5	12			12200		487 VERTALER
OTHER OCCUPATIONS	84						108						ANDER BERDEPE
TOTAL	693	7	34	6010	8090	10300	360	5	37	6430	8400	10990	TOTAAL

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

TABLE 14  
WAGE STRUCTURE OF FULL-TIME EMPLOYEES WITH HIGHEST QUALIFICATION A B.DEGREE IN COMMERCE AND ADMINISTRATION (B.COM.) BY OCCUPATION AND EMPLOYER (R.P.A.)

TABEL 14  
LOONSTRUKTUUR VAN VOLTYDSE WERKNEMERS MET HOOGSTE KWALIFIKASIE 'N B.-GRAAD IN DIE HANDEL EN ADMINISTRASIE (B.COM.) VOLGENS BEROEP EN WERKGEWER (R.P.J.)

OCCUPATION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					BEROEP
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL			
			25	50	75			25	50	75	
001 ACCOUNTANT(NDT FQE)	5	22		13980		29	7 37	10140	12500	14670	001 REKENMEESTER
002 ACCOUNTANT(CA,FQE)						6	6		13800		002 REKENMEESTRIGR,FKE
004 ACCOUNTANT CLERK						39	2 36	6000	7980	9410	004 REKENMEESTERSKLERK
053 BOOKKEEPER	1					12	4 36	7140	7440	8990	053 BOEKHOUER
075 CLERK, STOREMAN	8	4		7260		14	3 36	7050	7710	8980	075 KLERK, STOORMAN
142 ECONCMIST	7	3		8840							142 EKGNOOM
236 LECTURER	20	11 33	9340	11860	16070						236 DOSENT,LEKTOR
390 PERSONNEL OFFICER	3					7	1		7150		390 PERSONEELBEAMPTIE
471 TEACHER	35	2 26	5550	6010	9030	3					471 ONDERWYSER
OTHER OCCUPATIONS	26					68					ANDER BEROEPE
TOTAL	105	5 36	6020	8550	11350	178	4 36	7200	9430	13000	TOTAAL

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

TABLE 15  
WAGE STRUCTURE OF FULL-TIME EMPLOYEES WITH HIGHEST QUALIFICATION A B.DEGREE IN THE PURE NATURAL SCIENCES (B.SC.) BY OCCUPATION AND EMPLOYER (R.P.A.)

TABEL 15  
LOONSTRUKTUUR VAN VOLTYDSE WERKNEMERS MET HOOGSTE KWALIFIKASIE 'N B.-GRAAD IN DIE SUIWER NATUURWETENSKAPPE (B.SC.) VOLGENS BEROEP EN WERKGEWER (R.P.J.)

OCCUPATION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					BEROEP
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL			
			25	50	75			25	50	75	
019 AGRICULTURAL RESEA	6	2		6460							019 LANDBOONAVORSER
071 CHEMIST	3					14	3 37	10000	11390	11930	071 CHEMIKUS
075 CLERK, STOREMAN	2					5	2		5850		075 KLERK, STOORMAN
088 COMPUTER SCIENTIST	8	3		11070		6	2		10870		088 REKENAARWETENSKAPL
151 ENGINEERS											151 INGENIEURS
163 SYSTEMS						5	6		16000		163 STELSEL
236 LECTURER	13	2 32	7080	9860	12330						236 DOSENT,LEKTOR
341 MED. TECHNOLOGIST	6	5		8790		2					341 MEDIESE TEGNOLOOG
349 MICRO-BIOLOGIST	5	27		11960		4					349 MIKROBIOLOOG
360 NATURAL SCIENTIST	9	<1		6970							360 NATUURWETENSKAPLIK
421 PROGRAMMER	10	1 36	6250	8170	9560	25	3 36	8230	9900	11800	421 PROGRAMMEERDER
467 SYSTEMS ANALYST	2					7	5		15000		467 STELSELONTLEDER
471 TEACHER	78	4 28	5690	6530	8550	4					471 ONDERWYSER
473 TECH. ASSISTANT	6	1		6560		1					473 TEGNIESE ASSISTENT
475 TECHNICIAN N.E.C.	5	3		7740		1					475 TEGNIKUS N.E.V.
OTHER OCCUPATIONS	60					51					ANDER BEROEPE
TOTAL	213	3 36	6010	7670	9740	125	3 36	8770	10900	13730	TOTAAL

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

**TABLE 16  
ADDITIONAL EARNINGS OF FULL-TIME  
WORKERS BY EMPLOYER (R.P.A.)**

**TABEL 16  
BYVERDIENSTES VAN VOLTYDSE WERKERS  
VOLGENS WERKGEWER (R.P.J.)**

**16.1 Employees in the public sector**

**16.1 Werknemers in die openbare sektor**

Additional earning	N	% of group who receive additional earning % van groep wat byverdienste ontvang	Percentile/Persentiel			Byverdienste
			25	50	75	
Gross salary	4 779	—	6 500	8 550	11 100	Bruto salaris
Overtime remuneration	204	4,3	700	5 300	6 290	Oortyd-besoldiging
Part-time lecturing	108	2,3	290	600	1 160	Deeltydse onderrig
Consultation	42	0,9	500	1 000	2 360	Konsultasie
Profit-sharing bonus	20	0,4	270	760	920	Winsdelingsbonus
Cash bonus	2 980	62,4	500	700	900	Kontantbonus
Income from above-mentioned sources	4 779	100	6 860	9 100	11 860	Inkomste uit bogenoemde bronne

**16.2 Employees in the private sector**

**16.2 Werknemers in die private sektor**

Additional earning	N	% of group who receive additional earning % van groep wat byverdienste ontvang	Percentile/Persentiel			Byverdienste
			25	50	75	
Gross salary	1 514	—	6 600	8 890	12 000	Bruto salaris
Director's fee	5	0,3		5 000		Direkteursgelde
Overtime remuneration	73	4,8	210	600	1 000	Oortyd-besoldiging
Part-time lecturing	23	1,5	500	1 000	1 800	Deeltydse onderrig
Consultation	8	0,5		2 000		Konsultasie
Profit-sharing bonus	55	3,6	400	800	1 790	Winsdelingsbonus
Cash bonus	820	54,2	450	650	950	Kontantbonus
Income from above-mentioned sources	1 515	100	7 000	9 350	12 600	Inkomste uit bogenoemde bronne

**16.3 Self-employed (own practice, business)**

**16.3 Selfgeëmplojeerd (eie praktyk, besigheid)**

Additional earning	N	% of group who receive additional earning % van groep wat byverdienste ontvang	Percentile/Persentiel			Byverdienste
			25	50	75	
Net income	223	—	9 000	15 000	24 000	Netto inkomste
Director's fee	15	6,7	3 200	10 000	15 000	Direkteursgelde
Salaried work after hours	13	5,8	1 480	2 400	7 800	Na-uurse gesalarieerde werk
Overtime remuneration	1	0,4				Oortyd-besoldiging
Part-time lecturing	5	2,2	850	3 000	7 000	Deeltydse onderrig
Consultation	2	0,9				Konsultasie
Profit-sharing bonus	11	4,9	3 000	6 000	12 000	Winsdelingsbonus
Cash bonus	9	4,0		1 200		Kontantbonus
Income from above-mentioned sources	225	100	9 650	17 200	27 000	Inkomste uit bogenoemde bronne

**TABLE 17**  
FRINGE BENEFITS OF FULL-TIME EMPLOYEES  
BY EMPLOYER (R.P.A.)

**TABEL 17**  
BYVOORDELE VAN VOLTYDSE WERKNEMERS  
VOLGENS WERKGEWER (R.P.J.)

Employer	Total number of employees Totale aantal werknemers	Question not answered Vraag nie beantwoord nie	Do not receive fringe benefit Ontvang nie byvoordeel nie	Receive fringe benefit Ontvang byvoordeel							Werkgewer		
				Value not indicated Waarde nie aangedui nie	Value indicated (R.p.a.) Waarde aangedui (R.p.j.)								
					Percentile/Persentiel								
						N	10	25	50	75	90		
<b>(a) Pension</b>													
Government	N 3 340	941	946	457	996	100	300	410	590	950	(a) Pensioen		
	% 100	28,2	28,3	13,7	29,8						N Staat	%	
Local authority	N 227	42	37	35	113	90	400	720	1 210	1 770	N Plaaslike owerheid		
	% 100	18,5	16,3	15,4	49,8						N	%	
Semi-government	N 1 187	216	246	173	552	120	300	600	1 000	1 480	N Semi-staat		
	% 100	18,2	20,7	14,6	46,5						N	%	
Government and semi-government	N 25	4	9	3	9			920			N Staat en semi-staat		
	% 100	16,0	36,0	12,0	36,0						N	%	
Public sector	N 4 779	1 203	1 238	668	1 670	110	300	470	750	1 200	N Openbare sektor		
	% 100	25,2	25,9	14,0	34,9						N	%	
Public corporation	N 114	12	9	20	73	190	380	630	960	1 500	N Openbare korporasie		
	% 100	10,5	7,9	17,5	64,0						N	%	
Private firm	N 1 401	255	371	80	695	150	240	510	900	1 500	N Private firma		
	% 100	18,2	26,5	5,7	49,6						N	%	
Private sector	N 1 515	267	380	100	768	150	250	540	900	1 500	N Private sektor		
	% 100	17,6	25,1	6,6	50,7						N	%	
<b>TOTAL</b>	<b>N 6 294</b>	<b>1 470</b>	<b>1 618</b>	<b>768</b>	<b>2 438</b>	<b>130</b>	<b>300</b>	<b>490</b>	<b>800</b>	<b>1 310</b>	<b>N TOTAAL</b>		
	<b>% 100</b>	<b>23,4</b>	<b>25,7</b>	<b>12,2</b>	<b>38,7</b>						<b>%</b>		

**(b) Car**

**(b) Motor**

Government	N 3 340	1 401	1 909	5	25	220	380	1 000	1 380	2 160	N Staat	
	% 100	41,9	57,2	0,1	0,7						N	%
Local authority	N 227	83	124	2	18		490	1 120	1 530		N Plaaslike owerheid	
	% 100	36,6	54,6	0,9	7,9						N	%
Semi-government	N 1 187	436	735	3	13		460	1 000	1 650		N Semi-staat	
	% 100	36,7	61,9	0,3	1,1						N	%
Government and semi-government	N 25	6	19								N Staat en semi-staat	
	% 100	24,0	76,0								N	%
Public sector	N 4 779	1 926	2 787	10	56	260	460	1 000	1 490	2 000	N Openbare sektor	
	% 100	40,3	58,3	0,2	1,2						N	%
Public corporation	N 114	41	69	1	3						N Openbare korporasie	
	% 100	36,0	60,5	0,9	2,6						N	%
Private firm	N 1 401	466	714	18	203	270	600	1 200	2 400	3 600	N Private firma	
	% 100	33,3	51,0	1,3	14,5						N	%
Private sector	N 1 515	507	783	19	206	270	600	1 300	2 400	3 600	N Private sektor	
	% 100	33,5	51,7	1,3	13,6						N	%
<b>TOTAL</b>	<b>N 6 294</b>	<b>2 433</b>	<b>3 570</b>	<b>29</b>	<b>262</b>	<b>270</b>	<b>600</b>	<b>1 200</b>	<b>2 400</b>	<b>3 390</b>	<b>N TOTAAL</b>	
	<b>% 100</b>	<b>38,7</b>	<b>56,7</b>	<b>0,5</b>	<b>4,2</b>						<b>%</b>	

**(c) Entertainment allowance**

**(c) Onthaaltoelae**

Government	N 3 340	1 420	1 916		4						N Staat	
	% 100	42,5	57,4		0,1						N	%
Local authority	N 227	92	135								N Plaaslike owerheid	
	% 100	40,5	59,5								N	%
Semi-government	N 1 187	444	734	2	7		300				N Semi-staat	
	% 100	37,4	61,8	0,2	0,6						N	%
Government and semi-government	N 25	6	19								N Staat en semi-staat	
	% 100	24	76								N	%
Public sector	N 4 779	1 962	2 804	2	11		100	300	360		N Openbare sektor	
	% 100	41,1	58,7	0	0,2						N	%
Public corporation	N 114	40	72	1	1						N Openbare korporasie	
	% 100	35,1	63,2	0,9	0,9						N	%
Private firm	N 1 401	538	800	6	57			600			N Private firma	
	% 100	38,4	57,1	0,4	4,1						N	%
Private sector	N 1 515	578	872	7	58	200	300	600	1 170	1 620	N Private sektor	
	% 100	38,2	57,6	0,5	3,8						N	%
<b>TOTAL</b>	<b>N 6 294</b>	<b>2 540</b>	<b>3 676</b>	<b>9</b>	<b>69</b>	<b>200</b>	<b>300</b>	<b>500</b>	<b>980</b>	<b>1 500</b>	<b>N TOTAAL</b>	
	<b>% 100</b>	<b>40,4</b>	<b>58,4</b>	<b>0,1</b>	<b>1,1</b>						<b>%</b>	

TABLE 17 (CONTINUED)

TABEL 17 (VERVOLG)

Employer	Total number of employees		Question not answered	Do not receive fringe benefit	Receive fringe benefit Ontvang byvoordeel						Werkgever	
	Totale aantal werknemers		Vraag nie beantwoord nie	Ontvang nie byvoordeel nie	Value not indicated Waarde nie aangedui nie	Value indicated (R.p.a.) Waarde aangedui (R.p.j.)						
						Percentile/Persentiel						
	N	%			N	10	25	50	75	90		
<b>(d) Housing</b>											<b>(d) Behuising</b>	
Government	N 3 340		1 334	1 771	43	192	230	400	720	1 100	1 440	N Staat
	% 100		39,9	53,0	1,3	5,7						%
Local authority	N 227		87	124	5	11		240	620	1 000		N Plaaslike owerheid
	% 100		38,3	54,6	2,2	4,8						%
Semi-government	N 1 187		423	704	7	53	370	600	910	1 150	1 590	N Semi-staat
	% 100		35,6	59,3	0,6	4,5						%
Government and semi-government	N 25		6	19								N Staat en semi-staat
	% 100		24,0	76,0								%
Public sector	N 4 779		1 850	2 618	55	256	240	450	740	1 100	1 440	N Openbare sektor
	% 100		38,7	54,8	1,2	5,4						%
Public corporation	N 114		34	64	2	14		700	1 080	2 700		N Openbare korporasie
	% 100		29,8	56,1	1,8	12,3						%
Private firm	N 1 401		527	806	20	48	220	620	1 200	2 030	2 730	N Private firma
	% 100		37,6	57,5	1,4	3,4						%
Private sector	N 1 515		561	870	22	62	240	660	1 200	2 070	3 000	N Private sektor
	% 100		37,0	57,4	1,5	4,1						%
<b>TOTAL</b>	N 6 294		2 411	3 488	77	318	240	500	800	1 200	2 160	N TOTAAL
	% 100		38,3	55,4	1,2	5,1						%

**(e) Other fringe benefits****(e) Ander byvoordele**

Government	N 3 340		1 369	1 697	24	250	40	80	150	350	850	N Staat
	% 100		41,0	50,8	0,7	7,5						%
Local authority	N 227		83	104	2	38	30	60	90	200	520	N Plaaslike owerheid
	% 100		36,6	45,8	0,9	16,7						%
Semi-government	N 1 187		400	570	20	197	40	100	200	490	900	N Semi-staat
	% 100		33,7	48,0	1,7	16,6						%
Government and semi-government	N 25		5	13	1	6			280			N Staat en semi-staat
	% 100		20,0	52,0	4,0	24,0						%
Public sector	N 4 779		1 857	2 384	47	491	40	90	170	400	840	N Openbare sektor
	% 100		38,9	49,9	1,0	10,3						%
Public corporation	N 114		33	47	2	32	110	140	250	360	990	N Openbare korporasie
	% 100		28,9	41,2	1,8	28,1						%
Private firm	N 1 401		479	630	26	266	40	100	220	500	1 000	N Private firma
	% 100		34,2	45,0	1,9	19,0						%
Private sector	N 1 515		512	677	28	298	40	100	230	500	1 000	N Private sektor
	% 100		33,8	44,7	1,8	19,7						%
<b>TOTAL</b>	N 6 294		2 369	3 061	75	789	40	100	200	440	900	N TOTAAL
	% 100		37,6	48,6	1,2	12,5						%



**TABLE 18**  
**INCOME PACKAGE OF FULL-TIME EMPLOYEES WHO**  
**RECEIVE ONE OR MORE OF THE FRINGE BENEFITS**  
**AND HAVE INDICATED THE VALUE BY EMPLOYER**  
**(R.P.A.)**

Employer Werkgewer	N	Median Mediaan		Income Inkomste			Total fringe benefits Totale byvoordele			Income package Inkomstepakket			Fringe benefits as % of income Byvoordele as % van inkomste		
		Yrs Jre	Hrs Ure	Percentile/Persentiel			Percentile/Persentiel			Percentile/Persentiel			Percentile/Persentiel		
				25	50	75	25	50	75	25	50	75	25	50	75
Government Staat	609	5	36	6 500	8 330	11 070	300	430	700	6 810	8 970	11 760	3,8	5,0	7,0
Local authority Plaaslike owerheid	65	6	36	7 300	9 420	12 920	400	850	1 440	7 900	10 830	14 530	4,3	8,4	14,4
Semi-government Semi-staat	337	7	36	8 080	10 600	14 540	320	670	1 190	8 760	11 450	16 050	3,8	6,0	9,5
Government and semi-government Staat en semi-staat	9	10			17 710			600			18 200			3,8	
<b>Total public sector Totaal openbare sektor</b>	<b>1 020</b>	<b>5</b>	<b>36</b>	<b>6 890</b>	<b>9 200</b>	<b>12 510</b>	<b>300</b>	<b>500</b>	<b>930</b>	<b>7 380</b>	<b>9 920</b>	<b>13 380</b>	<b>3,8</b>	<b>5,4</b>	<b>8,2</b>
Public corporation Openbare korporasie	46	4	37	8 980	10 430	11 900	580	870	1 450	9 870	11 540	13 370	4,8	8,1	12,3
Private firm Private firma	445	5	37	7 350	10 040	14 300	300	660	1 700	8 100	11 050	15 780	3,6	6,6	12,4
<b>Total private sector Totaal private sektor</b>	<b>491</b>	<b>5</b>	<b>37</b>	<b>7 660</b>	<b>10 200</b>	<b>14 100</b>	<b>320</b>	<b>680</b>	<b>1 660</b>	<b>8 250</b>	<b>11 290</b>	<b>15 660</b>	<b>3,7</b>	<b>6,8</b>	<b>12,4</b>
<b>GRAND TOTAL GROOTTOTAAL</b>	<b>1 511</b>	<b>5</b>	<b>36</b>	<b>7 050</b>	<b>9 610</b>	<b>13 050</b>	<b>300</b>	<b>540</b>	<b>1 080</b>	<b>7 630</b>	<b>10 310</b>	<b>14 270</b>	<b>3,8</b>	<b>5,7</b>	<b>9,9</b>

Yrs = years job experience // Hrs = working hours per week  
 Jre = jare werkervaring // Ure = werksure per week

**TABEL 18**  
**INKOMSTEPAKKET VAN VOLTYDSE WERKNEMERS**  
**WAT EEN OF MEER BYVOORDELE ONTVANG EN DIE**  
**WAARDE AANGEDUI HET VOLGENS WERKGEWER**  
**(R.P.J.)**

**TABLE 19**  
**WAGE STRUCTURE OF FULL-TIME SELF-EMPLOYED**  
**MEDICAL PRACTITIONERS AND PHARMACISTS BY YEARS OF**  
**JOB EXPERIENCE, MARITAL STATUS AND GEOGRAPHICAL**  
**DISTRIBUTION (R.P.A.)**

**TABEL 19**  
**LOONSTRUKTUUR VAN VOLTIDSE SELFGEËMPLOJEERDE**  
**GENEESHERE EN APTEKERS VOLGENS JARE WERKER-**  
**VARING, HUWELIKSTAAT EN GEOGRAFIESE VERSPREI-**  
**DING (R.P.J.)**

Variables	181 Medical practitioner 181 Geneesheer						392 Pharmacist 392 Apteker						Veranderlikes
	N	Median Yrs Hrs		Percentile/Persentiel 25 50 75			N	Mediaan Jre Ure		Percentile/Persentiel 25 50 75			
<b>Years of job experience</b>													<b>Jare werkervaring</b>
0 - 4	1						2						0 - 4
5 - 9	6				29 000		13	52	6 760	12 000	25 600		5 - 9
10 - 14	6				31 000		5			18 510			10 - 14
15 - 19	5				14 000		1						15 - 19
20 - 24	1						1						20 - 24
25 - 29	3						1						25 - 29
30 - 34	3						1						30 - 34
35 - 39	4						2						35 - 39
40 +	3						1						40 +
Unknown	3												Onbekend
<b>Marital status</b>													<b>Huwelikstaat</b>
Married	22	13	50	11 400	22 000	36 300	21	7	52	10 500	17 550	24 000	Getroud
Unmarried	13	34	53	14 250	22 550	35 000	6	14			15 900		Ongetroud
<b>Geographical distribution</b>													<b>Geografiese verspreiding</b>
<b>Transvaal</b>													<b>Transvaal</b>
Johannesburg							1						Johannesburg
Pretoria	1												Pretoria
Rest of the W-V area	10	12	43	13 130	21 000	25 000	4						Res van W-V-gebied
Rest of Transvaal	8	16			30 000		7	8		16 000			Res van Transvaal
<b>Cape Province</b>													<b>Kaapprovinsie</b>
Cape Peninsula	4						1						Kaapse Skiereiland
Port Elizabeth-Uitenhage													Port Elizabeth-Uitenhage
Rest of Cape Province	5	22			20 000		2						Res van Kaapprovinsie
<b>Natal</b>													<b>Natal</b>
Durban	1						5	36		14 600			Durban
Rest of Natal	3						2						Res van Natal
<b>Orange Free State</b>													<b>Oranje-Vrystaat</b>
Bloemfontein													Bloemfontein
Rest of OFS	2						5	7		7 520			Res van OVS
<b>South West Africa</b>													<b>Suidwes-Afrika</b>
<b>National states</b>	1												<b>Nasionale state</b>

Yrs = years job experience//Hrs = working hours per week

Jre = jare werkervaring//Ure = werksure per week

**TABLE 20**  
**COMPARISON OF FULL-TIME WORKERS' MEDIAN**  
**INCOME: 1979 TO 1981, BY EMPLOYER AND OCCUPATION**

**(a) Employees**

Occupation	Public sector/O; anbare sektor			Private sector/Private sektor			Beroep
	1979	1981	Annual % increase in income Jaarlikse % styging in inkomste	1979	1981	Annual % increase in income Jaarlikse % styging in inkomste	
Accountant (not FQE)	9	7		36	40		N Rekenmeester (nie FKE)
				7 940	12 700	26,5	Me
Accountant clerk	1			30	47		N Rekenmeestersklerk
				5 760	7 400	13,4	Me
Administrative assistant, clerk, receptionist, secretary	77	88	15,0	84	132		N Administratiewe assistent,
	4 880	6 450		5 200	6 860	14,9	Me klerk, ontvangsdame, sekretaresse
Administrative officer	25	35		4	10		N Administratiewe beampte
	6 960	11 550	28,8		9 990		Me
Archivist, curator, librarian	312	336	17,6	32	30		N Argivaris, kurator, bibliote-
	6 540	9 050		6 430	10 150	25,6	Me karis
Copywriter, journalist	8	6		47	34		N Kopieskrywer, joernalis
				5 470	8 990	28,2	Me
Dietician	26	30		1	2		N Dieetkundige
	5 290	6 680	12,4				Me
Educational psychologist	34	35	20,5				N Opvoedkundige sielkundige
	9 310	13 520					Me
Medical practitioner	170	144	17,8	6	5		N Geneesheer
	14 490	20 120					Me
Headmaster, teacher	2 100	2 001	12,4	142	124		N Skoolhoof, onderwyser
	6 400	8 090		5 580	7 240	13,9	Me
Human scientist n.e.c.	57	46	21,7	12	8		N Geesteswetenskaplike n.e.v.
	5 870	8 700		7 230			Me
Lecturer	653	720	16,4	6	5		N Dosent, lektor
	9 600	13 000					Me
Nurse	77	97	17,2	11	15		N Verpleegkundige
	4 880	6 700		4 800	6 060		Me
Personnel officer	13	21		43	57		N Personeelbeampte
	6 850	8 930		6 760	9 510	18,6	Me
Pharmacist	86	68	19,2	86	72		N Apteker
	8 470	12 040		9 450	12 280	14,0	Me
Physiotherapist	46	33	18,2	7	15		N Fisioterapeut
	4 630	6 470			7 100		Me
Social worker	167	171	16,0	54	80		N Maatskaplike werker
	5 260	7 080		4 580	6 420	18,4	Me
Technical assistant	28	22	20,4	2	2		N Tegnieise assistent
	5 810	8 420					Me

**(b) Self-employed**

**(b) Selfgeëmplojeerd**

Occupation	1979	1981	Annual % increase in income Jaarlikse % styging in inkomste	Beroep	
Medical practitioner	39	35		N	Geneesheer
	20 000	22 550	6,2	Me	
Pharmacist	20	27		N	Apteker
	9 500	17 200	34,6	Me	

**TABLE 21**  
**COMPARISON OF FULL-TIME WORKERS**  
**MEDIAN INCOME : 1979 TO 1981 BY**  
**EMPLOYER AND YEARS OF JOB EXPERIENCE**

**TABEL 21**  
**VERGELYKING VAN VOLTYDSE WERKERS SE**  
**MEDIAANINKOMSTE : 1979 TOT 1981, VOLGENS**  
**WERKGEWER EN JARE WERKERVARING**

(a) Employees

(a) Werknemers

Years of job experience	Public sector/Openbare sektor					Private sector/Private sektor					Jare werkervaring
	1979		1981		Annual % increase in income Jaarlikse % styging in inkomste	1979		1981		Annual % increase in income Jaarlikse % styging in inkomste	
	N	Me	N	Me		N	Me	N	Me		
<1	258	4 680	227	5 730	10,7	62	4 740	69	7 150	22,8	<1
1	546	5 090	541	6 290	11,2	138	5 400	196	7 280	16,1	1
2	442	5 490	461	6 990	12,8	126	5 810	196	8 190	18,7	2
3	404	5 930	367	7 570	13,0	118	7 160	141	8 580	9,5	3
4	294	6 420	244	7 990	11,6	121	7 280	122	9 060	11,6	4
0 - 4	1 944	5 400	1 840	6 890	13,0	565	6 030	724	7 990	15,1	0 - 4
5 - 9	949	7 330	961	9 210	12,1	297	7 800	363	10 700	17,1	5 - 9
10 - 14	545	8 250	623	10 550	13,1	117	8 250	149	11 490	18,0	10 - 14
15 - 19	369	9 070	368	11 220	11,2	64	9 170	81	12 630	17,4	15 - 19
20 - 24	274	8 990	287	12 400	17,4	51	7 900	62	12 450	25,5	20 - 24
25 - 29	223	10 830	223	13 490	11,6	36	10 450	41	13 000	11,5	25 - 29
30 - 34	138	11 010	203	14 600	15,2	25	8 780	27	13 000	21,7	30 - 34
35 - 39	90	11 670	79	15 550	15,4	14	9 670	24	14 230		35 - 39
40 +	42	9 140	52	16 200	33,1	9		11	7 980		40+
Unknown	180	5 040	143	6 720	15,5	31	5 850	33	7 090	10,1	Onbekend
<b>TOTAL</b>	<b>4 754</b>	<b>6 880</b>	<b>4 779</b>	<b>9 100</b>	<b>15,0</b>	<b>1 209</b>	<b>7 200</b>	<b>1 515</b>	<b>9 350</b>	<b>14,0</b>	<b>TOTAAL</b>
<b>Median</b>	<b>6</b>		<b>7</b>			<b>5</b>		<b>5</b>			<b>Mediaan</b>

(b) Self-employed

(b) Selfgeëmplojeerd

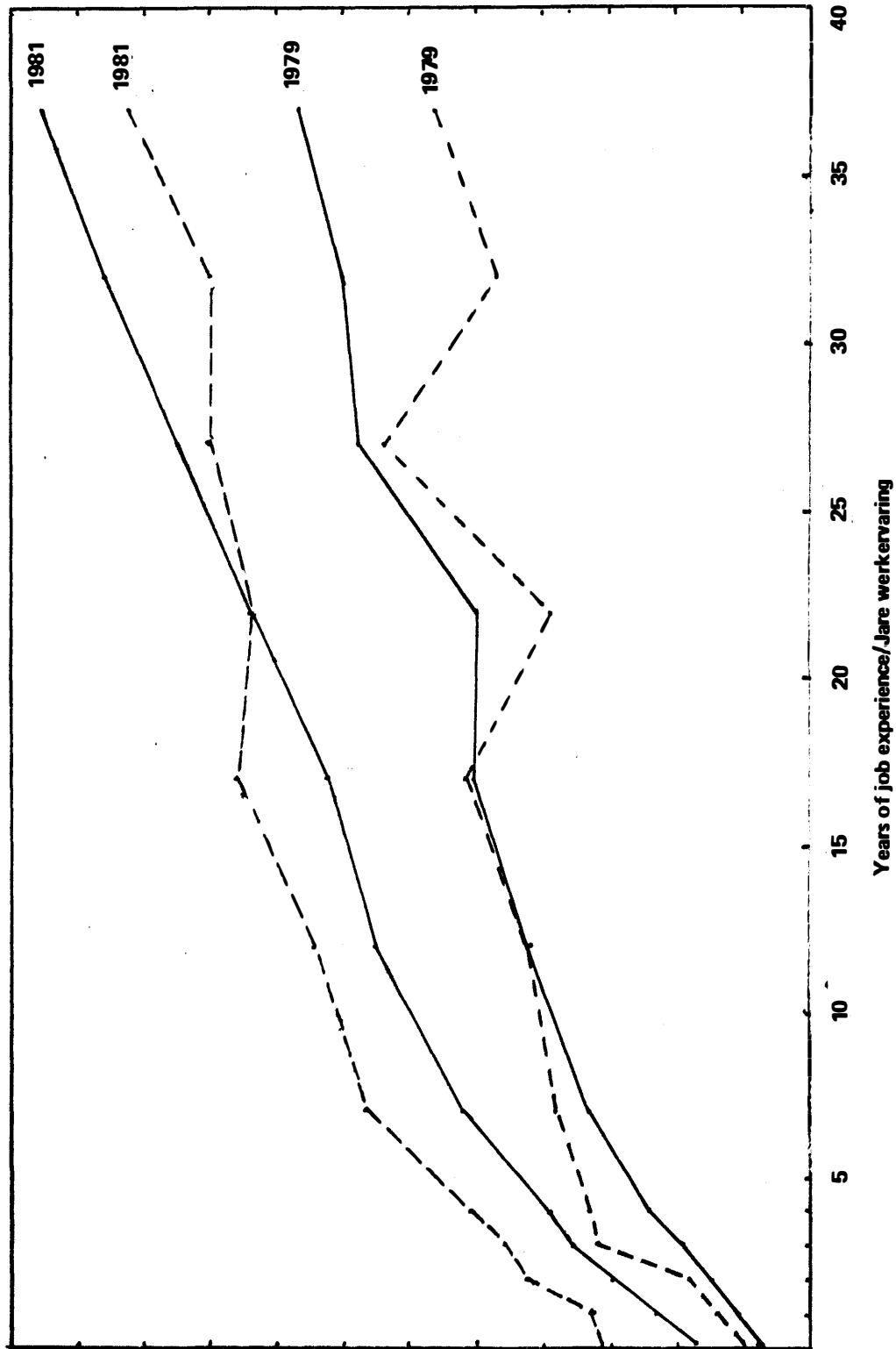
Years of job experience	1979		1981		Annual % increase in income Jaarlikse % styging in inkomste	Jare werkervaring
	N	Me	N	Me		
<1	2		2			<1
1	2		3			1
2	8		1			2
3	5		5			3
4	9		5			4
0 - 4	26	6 000	16	12 300		0 - 4
5 - 9	50	14 800	52	18 000	10,3	5 - 9
10 - 14	30	12 000	34	18 510	24,2	10 - 14
15 - 19	31	16 500	23	14 000	-8,0	15 - 19
20 - 24	21	16 000	22	10 500	-19,0	20 - 24
25 - 29	22	18 250	12	21 700		25 - 29
30 - 34	25	16 000	21	20 000	11,8	30 - 34
35 - 39	10	9 900	11	14 580		35 - 39
40 +	10	14 000	17	22 550		40 +
Unknown	15	18 000	17	9 000		Onbekend
<b>TOTAL</b>	<b>240</b>	<b>14 000</b>	<b>225</b>	<b>17 200</b>	<b>10,8</b>	<b>TOTAAL</b>
<b>Median</b>	<b>16</b>		<b>15</b>			<b>Mediaan</b>

FIGURE 1

COMPARISON OF FULL-TIME EMPLOYEES' MEDIAN INCOME : 1979 TO 1981, BY EMPLOYER AND YEARS OF JOB EXPERIENCE

Median income  
16 000  
14 000  
12 000  
10 000  
8 000  
6 000  
4 000

Medianaaninkomste  
16 000  
14 000  
12 000  
10 000  
8 000  
6 000  
4 000



FIGUUR 1

VERGELYKING VAN VOLTYDSE WERKNEMERS SE MEDIAANINKOMSTE : 1979 TOT 1981, VOLGENS WERKGEWER EN JARE WERKERVARING

Public sector  
Private sector

Openbare sektor  
Private sektor



## **PART-TIME WORKERS**

### **ANALYSES**

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## **DEELTYDSE WERKERS**

### **ONTLEDINGS**

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TABLE 22  
WAGE STRUCTURE OF PART-TIME WORKERS BY  
OCCUPATION AND EMPLOYER (R.P.A.)  
22.1 EMPLOYEES

TABEL 22  
LOONSTRUKTUUR VAN DEELTYDSE WERKERS VOLGENS  
BEROEP EN WERKGEVER (R.P.J.)  
22.1 WERKNEMERS

OCCUPATION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					BEROEP
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE JRE	PERCENTILE/PERSENTIEL			
			25	50	75			25	50	75	
1001 ACCOUNTANT(NGT FGE)	11					8	12		4600		1001 REKENMEESTER
1053 BOOKKEEPER	11					28	10 23	2460	4050	4600	1053 BCEKHOUDER
1054 BUTANIST	6	11		4190							1054 PLANTKUNDIGE
1075 CLERK, STOREMAN	13	10 22	2410	3560	3950	11	6 14	1950	3600	4800	1075 KLERK, STOOHRMAN
1092 COPY WRITER						7	10		3600		1092 KOPIESKRYWER
1107 DIETICIAN	6	9		4340							1107 DIEETKUNDIGE
1143 EDITOR	11					6	16		6160		1143 REDAKTEUR
1166 ESTATE AGENT						7	8		10300		1166 EIENDOMSAGENT
1181 MEDICAL PRACTITIONER	76	17 18	3700	6280	9970	7	5		7000		1181 GENEESHEER
1201 HUMAN SCIENTIST(NEC)	11	3 18	2500	3390	4870	1					1201 GEESTESWET. N.E.V.
1236 LECTUREK	94	7 8	1620	3250	6000	5	14		1630		1236 DOSENT, LEKTOR
1237 LECTURER & STUDENT	6	1		2920							1237 DOSENT & STUDENT
1240 LIBRARIAN	52	7 22	3260	4600	6000	20	10 17	2240	4370	5170	1240 BIBLIOTEKARIS
1360 NATURAL SCIENTIST	14	4 16	820	2250	4850						1360 NATUURWETENSKAPLIK
1364 NURSE	10	6 24	1270	3340	4220	8	8		3940		1364 VERPLEEGKUNDIGE
1376 ORGANIST						5	10		1850		1376 ORGELIS
1392 PHARMACIST	16	13 24	4880	6970	7260	84	10 14	2000	3730	6000	1392 APTEKER
1399 PHYSIC THERAPIST	7	10		3870		7	14		2000		1399 FISIOTERAPEUT
1421 PROGRAMMER	4					5	8		4630		1421 PROGRAMMEERDER
1439 RECEPTIONIST, SECY.	14	12 21	3580	4650	5890	26	10 19	1730	2690	4280	1439 ONTVANGSDAME, SEKRE
1452 SOCIAL WORKER	33	8 20	2360	3600	4740	42	8 20	2840	4660	6300	1452 MAATSKAPLIKE WERKE
1471 TEACHER	82	6 10	2190	4450	7060	47	8 9	2200	3600	4400	1471 ONDERWYSER
1473 TECH. ASSISTANT	12	6 17	2290	3360	4870						1473 TEGNIESE ASSISTENT
1496 TYPIST	2					8	12		3360		1496 TIKSTER
1 OTHER OCCUPATIONS	94					111					1 ANDER BEROEP
TOTAL	555	9 18	2870	4430	6520	443	9 18	2230	3860	5500	TOTAAL

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//JRE = WERKSURE PER WEEK

22.2 SELF-EMPLOYED (OWN PRACTICE, BUSINESS)

22.2 SELF-GEEMPLOOIEERD (EIE PRAKTYK, BESIGHEID)

OCCUPATION	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL				BEROEP
			10	25	50	75	
1002 ACCOUNTANT(CA, FGE)	7	23			6000		1002 REKENMEESTR(IGR, FKE)
1032 ARCHITECT	7	16			6140		1032 ARGITEK
1043 AUTHOR, WRITER	7	20			2300		1043 OUTEUF, SKRYWER
1053 BOOKKEEPER	5	12			8340		1053 BCEKHOUDER
1102 DANCER, MUSICIAN	14	8 4		690	1300	2950	1102 DANSER, MUSIKUS
1181 MEDICAL PRACTITIONER	16	12 16		2000	4650	10000	1181 GENEESHEER
1379 OWNER OF BUSINESS	17	5 20		1230	2580	6350	1379 EIENAAR VAN BESIGH
1392 PHARMACIST	5	10			6000		1392 APTEKER
1399 PHYSIC THERAPIST	14	10 13		1530	2400	4740	1399 FISIOTERAPEUT
1458 SPEECH THERAPIST	17	6 5		620	1800	2650	1458 SPRAAKTERAPELT
1471 TEACHER	17	7 5		750	1670	3000	1471 ONDERWYSER
1 OTHER OCCUPATIONS	49						1 ANDER BEROEP
TOTAL	175	9 11	680	1210	3000	7000	11220 TOTAAL

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//JRE = WERKSURE PER WEEK



TABLE 23  
WAGE STRUCTURE OF PART-TIME EMPLOYEES BY EMPLOYER,  
YEARS JOB EXPERIENCE AND OCCUPATION (R.P.A.)  
23.1 EMPLOYEES IN THE PUBLIC SECTOR

TABEL 23  
LOONSTRUKTUUR VAN DEELTYDSE WERKNEMERS VOLGENS WERKGEWER,  
JARE WERKERVARING EN BEROEP (R.P.A.)  
23.1 WERKNEMERS IN DIE OPENBARE SEKTOR

YEARS JOB EXPERIENCE	181 MEDICAL PRACTITIONER 181 GENEESHEER					236 LECTURER 236 DOSENT, LEKTOR					240 LIBRARIAN 240 BIBLIOTEKARIS					JARE WERKERVARING
	N	ME (HRS)	PERCENTILE/PERSENTIEL			N	ME (HRS)	PERCENTILE/PERSENTIEL			N	ME (HRS)	PERCENTILE/PERSENTIEL			
			25	50	75			25	50	75			25	50	75	
0-4	7			3030		28	7	1430	3120	4500	14	22	3130	4320	5010	0-4
5-9	12	18	3880	6370	9080	30	7	1580	3200	5170	18	20	2960	4240	6000	5-9
10-14	15	13	2700	6000	10000	13	16	960	4690	7490	10	18	3410	4360	5700	10-14
15-19	7			10130		7			2500		3					15-19
20-24	10	15	4400	5980	9990	9			4720		2					20-24
25-29	7			8000		3					2					25-29
30-34	5			7880												30-34
35-39	4					1										35-39
40+	7			5000		2					2					40+
UNKNOWN	2					1					1					ONBEKEND
TOTAL	76	18	3700	6280	9970	94	8	1620	3250	6000	52	22	3260	4600	6000	TOTAAL

YEARS JOB EXPERIENCE	452 SOCIAL WORKER 452 MAATSKAPLIKE WERKE					471 TEACHER 471 ONDERWYSER					JARE WERKERVARING
	N	ME (HRS)	PERCENTILE/PERSENTIEL			N	ME (HRS)	PERCENTILE/PERSENTIEL			
			25	50	75			25	50	75	
0-4	8			3150		24	19	1750	4890	6750	0-4
5-9	10	23	2660	3380	4590	32	9	3010	4460	7810	5-9
10-14	8			3540		11	7	3600	4390	5280	10-14
15-19	3					1					15-19
20-24	2					1					20-24
25-29						3					25-29
30-34	1										30-34
35-39						2					35-39
40+						3					40+
UNKNOWN	1					5			2480		ONBEKEND
TOTAL	33	20	2360	3600	4740	82	10	2190	4450	7060	TOTAAL

23.2 EMPLOYEES IN THE PRIVATE SECTOR

23.2 WERKNEMERS IN DIE PRIVATE SEKTOR

YEARS JOB EXPERIENCE	053 BOOKKEEPER 053 BOEKHOUEER					240 LIBRARIAN 240 BIBLIOTEKARIS					392 PHARMACIST 392 APTEKER					JARE WERKERVARING
	N	ME (HRS)	PERCENTILE/PERSENTIEL			N	ME (HRS)	PERCENTILE/PERSENTIEL			N	ME (HRS)	PERCENTILE/PERSENTIEL			
			25	50	75			25	50	75			25	50	75	
0-4	7			4200		2					13	15	3240	4000	6300	0-4
5-9	6			2250		7			4140		26	14	2330	3570	5830	5-9
10-14	5			2640		6			4840		21	8	1500	3500	6900	10-14
15-19	1					2					6			3700		15-19
20-24	5			4800		1					6			3330		20-24
25-29	2					1					2					25-29
30-34	1										2					30-34
35-39	1										3					35-39
40+											2					40+
UNKNOWN						1					3					ONBEKEND
TOTAL	28	23	2460	4050	4800	20	17	2240	4370	5170	84	14	2000	3730	6000	TOTAAL

YEARS JOB EXPERIENCE	439 RECEPTIONIST, SECY. 439 ONTVANGSDAME, SEKRE					452 SOCIAL WORKER 452 MAATSKAPLIKE WERKE					471 TEACHER 471 ONDERWYSER					JARE WERKERVARING
	N	ME (HRS)	PERCENTILE/PERSENTIEL			N	ME (HRS)	PERCENTILE/PERSENTIEL			N	ME (HRS)	PERCENTILE/PERSENTIEL			
			25	50	75			25	50	75			25	50	75	
0-4	6			2100		8			3350		9			1800		0-4
5-9	6			3290		16	22	2500	3810	5610	20	11	2570	3690	4470	5-9
10-14	4					8			4540		9			4060		10-14
15-19	1					4					3					15-19
20-24	4					2					2					20-24
25-29	1					1										25-29
30-34	2					2										30-34
35-39	1															35-39
40+						1					3					40+
UNKNOWN	1										1					ONBEKEND
TOTAL	26	19	1730	2690	4280	42	20	2840	4660	6300	47	9	2200	3600	4400	TOTAAL

TABLE 24  
WAGE STRUCTURE OF PART-TIME EMPLOYEES BY EMPLOYER,  
OCCUPATION AND MARITAL STATUS (R.P.A.)  
24.1 EMPLOYEES IN PUBLIC SECTOR

TABEL 24  
LOONSTRUKTUUR VAN DEELTYDSE WERKNEMERS VOLGENS  
WERKGEWER, BEROEP EN HUWELIKSTAAT (R.P.J.)  
24.1 WERKNEMERS IN OPENBARE SEKTOR

OCCUPATION	MARRIED/GETROUD						UNMARRIED/ONGETROUD						BEROEP
	N	MEDIAN  YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN  JRE URE	PERCENTILE/PERSENTIEL					
			25	50	75			25	50	75			
075 CLERK, STOREMAN	11	10 22	2000	3250	3870	2					075 KLERK, STOORMAN		
181 MEDICAL PRACTITION	69	15 17	3600	6200	9930	7	33		7500		181 GENEESHEER		
236 LECTURER	78	7 7	1470	3010	5620	16	3 13	2610	5200	6880	236 DOSENT, LEKTOR		
240 LIBRARIAN	46	7 20	3380	4750	6000	6	19		3140		240 BIBLIOTEKARIS		
364 NURSE	8	6		3460		2					364 VERPLEEGKUNDIGE		
392 PHARMACIST	13	12 23	5080	7000	7390	3					392 APTEKER		
399 PHYSIOTHERAPIST	7	10		3870							399 FISIOTERAPEUT		
439 RECEPTIONIST, SECY.	10	12 22	3580	5510	6460	3					439 ONTVANGSDAME, SEKRE		
452 SOCIAL WORKER	28	7 20	2440	3660	4780	4					452 MAATSKAPLIKE WERKE		
471 TEACHER	73	6 10	2130	4420	7340	9	22		5500		471 ONDERWYSER		
OTHER OCCUPATIONS	124					33					ANDER BEROEPE		
TOTAL	467	9 18	2830	4430	6580	85	9 20	2970	4500	6450	TOTAAL		

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

24.2 EMPLOYEES IN PRIVATE SECTOR

24.2 WERKNEMERS IN PRIVATE SEKTOR

OCCUPATION	MARRIED/GETROUD						UNMARRIED/ONGETROUD						BEROEP
	N	MEDIAN  YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN  JRE URE	PERCENTILE/PERSENTIEL					
			25	50	75			25	50	75			
075 CLERK, STOREMAN	10	7 18	1790	3750	4900	1					075 KLERK, STOORMAN		
181 MEDICAL PRACTITION	6	5		5660		1					181 GENEESHEER		
240 LIBRARIAN	19	10 17	2000	4140	5070	1					240 BIBLIOTEKARIS		
364 NURSE	8	8		3940							364 VERPLEEGKUNDIGE		
392 PHARMACIST	77	9 14	2100	3800	6000	6	27		1910		392 APTEKER		
399 PHYSIOTHERAPIST	7	14		2000							399 FISIOTERAPEUT		
439 RECEPTIONIST, SECY.	24	8 19	1930	2940	4360	2					439 ONTVANGSDAME, SEKRE		
452 SOCIAL WORKER	37	8 21	2830	4850	6020	5	8		3880		452 MAATSKAPLIKE WERKE		
471 TEACHER	44	8 9	1900	3600	4470	2					471 ONDERWYSER		
OTHER OCCUPATIONS	175					15					ANDER BEROEPE		
TOTAL	407	9 18	2300	3900	5460	33	17 20	1870	3660	5900	TOTAAL		

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

TABLE 25  
WAGE STRUCTURE OF PART-TIME EMPLOYEES BY GEOGRAPHICAL  
DISTRIBUTION AND EMPLOYER (R.P.A.)

TABEL 25  
LOONSTRUKTUUR VAN DEELTYDSE WERKNEMERS VOLGENS GEOGRAFIESE  
VERSPREIDING EN WERKGEWER (R.P.J.)

GEOGRAPHICAL DISTRIBUTION	PUBLIC SECTOR/OPENBARE SEKTOR						PRIVATE SECTOR/PRIVATE SEKTOR						GEOGRAFIESE VERSPREIDING
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL					
			25	50	75			25	50	75			
JOHANNESBURG	29	7 21	2990	4650	5700	45	10 15	1520	4000	5850	JOHANNESBURG		
PRETORIA	43	5 18	3130	4200	5490	21	10 20	3330	4500	6590	PRETORIA		
REST OF W-V AREA*	84	10 19	2910	4460	7020	109	9 18	2840	4400	6250	RES VAN W-V-GEBIED*		
REST OF TRANSVAAL	143	10 22	3730	5420	7570	66	7 17	1990	3750	5520	RES VAN TRANSVAAL		
CAPE PENINSULA	76	10 15	2430	4550	6980	61	12 17	2330	3800	5440	KAAPSE SKIEREILAND		
PORT ELIZABETH - UITENHAGE	6	7		3120		1					PORT ELIZABETH - UITENHAGE		
REST OF CAPE PROVINCE	73	7 18	2350	4000	5880	61	7 18	1820	2760	4590	RES VAN KAAPPROVINSIE		
DURBAN	22	10 11	2460	3290	5750	22	12 19	2280	4060	5570	DURBAN		
REST OF NATAL	41	9 14	1780	3230	4590	34	10 17	1760	3460	4890	RES VAN NATAL		
BLOEMFONTEIN	6	5		4120		2					BLOEMFONTEIN		
REST OF OFS#	28	9 18	2840	4490	7150	20	8 17	2060	3120	4740	RES VAN OVS#		
SOUTH-WEST AFRICA	2					1					SUIDWES-AFRIKA		
NATIONAL STATES	2										NASIONALE STATE		
TOTAL	555	9 18	2870	4430	6520	443	9 18	2230	3860	5500	TOTAAL		

\*REST OF WITWATERSRAND-VAAL TRIANGLE (INCLUDING SASOLBURG) \*RES VAN WITWATERSRAND-VAALDRIEHOEK (SASOLBURG INGESLUIT)  
#REST OF ORANGE FREE STATE (EXCLUDING SASOLBURG) #RES VAN ORANJE-VRYSTAAT (SASOLBURG UITGESLUIT)  
YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

TABLE 26  
WAGE STRUCTURE OF PART-TIME EMPLOYEES BY OCCUPATION,  
GEOGRAPHICAL DISTRIBUTION AND EMPLOYER (R.P.A.)  
181 MEDICAL PRACTITIONER

TABEL 26  
LOONSTRUKTUUR VAN DEELTYDSE WERKNEMERS VOLGENS BEROEP,  
GEOGRAFIESE VERSPREIDING EN WERKGEWER (R.P.J.)  
161 GENEESHEER

GEOGRAPHICAL DISTRIBUTION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					GEOGRAFIESE VERSPREIDING
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL			
			25	50	75			25	50	75	
JOHANNESBURG	1										JOHANNESBURG
PRETORIA	4										PRETORIA
REST OF W-V AREA*	15	27	18	2400	7880	12000	1				RES VAN W-V-GEBIED*
REST OF TRANSVAAL	10	21	21	6180	9970	10600	2				RES VAN TRANSVAAL
CAPE PENINSULA	22	13	17	3900	5740	8470	1				KAAPSE SKIEREILAND
PORT ELIZABETH - UITENHAGE											PORT ELIZABETH- UITENHAGE
REST OF CAPE PROVINCE	10	23	19	5630	8030	11000	1				RES VAN KAAPROVINSIE
DURBAN	2						1				DURBAN
REST OF NATAL	7	16		4790							RES VAN NATAL
BLOEMFONTEIN											BLOEMFONTEIN
REST OF OFS#	5	11		6000			1				RES VAN OFS#
SOUTH-WEST AFRICA											SUIDWES-AFRIKA
NATIONAL STATES											NASIONALE STATE
TOTAL	76	17	18	3700	6280	9970	7	5		7000	TOTAAL

\*REST OF WITWATERSRAND-VAAL TRIANGLE (INCLUDING SASCLBURG) \*RES VAN WITWATERSRAND-VAALDRIEHOEK (SASCLBURG INGESLUIT)  
#REST OF ORANGE FREE STATE (EXCLUDING SASCLBURG) #RES VAN ORANJE-VRYSTAAT (SASCLBURG UITGESLUIT)  
YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

236 LECTURER

236 DOSENT, LEKTOR

GEOGRAPHICAL DISTRIBUTION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					GEOGRAFIESE VERSPREIDING
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL			
			25	50	75			25	50	75	
JOHANNESBURG	4										JOHANNESBURG
PRETORIA	13	4	12	3100	4200	5580					PRETORIA
REST OF W-V AREA*	14	6	5	760	2280	7130					RES VAN W-V-GEBIED*
REST OF TRANSVAAL	19	5	10	1620	3250	6580					RES VAN TRANSVAAL
CAPE PENINSULA	14	13	10	1960	2790	4940	2				KAAPSE SKIEREILAND
PORT ELIZABETH - UITENHAGE	2										PORT ELIZABETH- UITENHAGE
REST OF CAPE PROVINCE	13	8	11	2050	3860	5790	2				RES VAN KAAPROVINSIE
DURBAN	6	14		3000							DURBAN
REST OF NATAL	5	9		2370			1				RES VAN NATAL
BLOEMFONTEIN											BLOEMFONTEIN
REST OF OFS#	3										RES VAN OFS#
SOUTH-WEST AFRICA											SUIDWES-AFRIKA
NATIONAL STATES	1										NASIONALE STATE
TOTAL	94	7	8	1620	3250	6000	5	14		1830	TOTAAL

\*REST OF WITWATERSRAND-VAAL TRIANGLE (INCLUDING SASCLBURG) \*RES VAN WITWATERSRAND-VAALDRIEHOEK (SASCLBURG INGESLUIT)  
#REST OF ORANGE FREE STATE (EXCLUDING SASCLBURG) #RES VAN ORANJE-VRYSTAAT (SASCLBURG UITGESLUIT)  
YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

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GEOGRAPHICAL DISTRIBUTION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					GEOGRAFIESE VERSPREIDING		
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL					
			25	50	75			25	50	75			
JOHANNESBURG	5	10		4960			4				JOHANNESBURG		
PRETORIA	5	4		5380			1				PRETORIA		
REST OF W-V AREA*	7	9		4650			9	15	5050		RES VAN W-V-GEBIED*		
REST OF TRANSVAAL	15	11	21	3900	5000	8010	1				RES VAN TRANSVAAL		
CAPE PENINSULA	3						2				KAAPSE SKIEREILAND		
PORT ELIZABETH - UITENHAGE											PORT ELIZABETH- UITENHAGE		
REST OF CAPE PROVINCE	8	5		2620			2				RES VAN KAAPROVINSIE		
DURBAN	2						1				DURBAN		
REST OF NATAL	2										RES VAN NATAL		
BLOEMFONTEIN	1										BLOEMFONTEIN		
REST OF OFS#	3										RES VAN OFS#		
SOUTH-WEST AFRICA	1										SUIDWES-AFRIKA		
NATIONAL STATES											NASIONALE STATE		
TOTAL	52	7	22	3260	4600	6000	20	10	17	2240	4370	5170	TOTAAL

\*REST OF WITWATERSRAND-VAAL TRIANGLE (INCLUDING SASCLBURG) \*RES VAN WITWATERSRAND-VAALDRIEHOEK (SASCLBURG INGESLUIT)  
#REST OF ORANGE FREE STATE (EXCLUDING SASCLBURG) #RES VAN ORANJE-VRYSTAAT (SASCLBURG UITGESLUIT)  
YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

TABLE 26 (CONTINUED)

392 PHARMACIST

TABEL 26 (VERVOLG)

392 APTEKER

GEOGRAPHICAL DISTRIBUTION	PUBLIC SECTOR/OPENBARE SEKTOR						PRIVATE SECTOR/PRIVATE SEKTOR						GEOGRAFIESE VERSPREIDING
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL					
			25	50	75			25	50	75			
JOHANNESBURG						4					JOHANNESBURG		
PRETORIA						3					PRETORIA		
REST OF W-V AREA*	5	18		7000		22	9 15	2920	4100	6600	RES VAN W-V-GEBIED*		
REST OF TRANSVAAL	3					16	6 20	2430	5430	6900	RES VAN TRANSVAAL		
CAPE PENINSULA	1					16	12 15	1860	3250	5700	KAAPSE SKIEREILAND		
PORT ELIZABETH - UITENHAGE											PORT ELIZABETH- UITENHAGE		
REST OF CAPE PROVINCE	1					5	9		3000		RES VAN KAAPPROVINSIE		
DURBAN						6	21		4000		DURBAN		
REST OF NATAL	3					7	11		1800		RES VAN NATAL		
BLOEMFONTEIN											BLOEMFONTEIN		
REST OF OFS#	3					4					RES VAN OVS#		
SOUTH-WEST AFRICA						1					SUIDWES-AFRIKA		
NATIONAL STATES											NASIONALE STATE		
TOTAL	16	13 24	4880	6970	7260	84	10 14	2000	3730	6000	TOTAAL		

\*REST OF WITWATERSRAND-VAAL TRIANGLE (INCLUDING SASOLBURG) \*RES VAN WITWATERSRAND-VAALDRIEHOEK (SASOLBURG INGESLUIT)  
 #REST OF ORANGE FREE STATE (EXCLUDING SASOLBURG) #RES VAN ORANJE-VRYSTAAT (SASOLBURG UITGESLUIT)  
 YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

471 TEACHER

471 ONDERWYSER

GEOGRAPHICAL DISTRIBUTION	PUBLIC SECTOR/OPENBARE SEKTOR						PRIVATE SECTOR/PRIVATE SEKTOR						GEOGRAFIESE VERSPREIDING
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL					
			25	50	75			25	50	75			
JOHANNESBURG	2					3					JOHANNESBURG		
PRETORIA	1					2					PRETORIA		
REST OF W-V AREA*	11	5 12	2000	4310	7010	14	7 12	1800	3120	4510	RES VAN W-V-GEBIED*		
REST OF TRANSVAAL	25	6 18	3020	5550	7610	2					RES VAN TRANSVAAL		
CAPE PENINSULA	5	5		5500		10	9 9	2320	3760	4170	KAAPSE SKIEREILAND		
PORT ELIZABETH - UITENHAGE	2										PORT ELIZABETH- UITENHAGE		
REST OF CAPE PROVINCE	14	8 11	2630	4390	5880	9	8		3000		RES VAN KAAPPROVINSIE		
DURBAN	5	6		2820		2					DURBAN		
REST OF NATAL	10	5 7	1440	3000	4240	5	10		3330		RES VAN NATAL		
BLOEMFONTEIN											BLOEMFONTEIN		
REST OF OFS#	6	8		7380							RES VAN OVS#		
SOUTH-WEST AFRICA	1										SUIDWES-AFRIKA		
NATIONAL STATES											NASIONALE STATE		
TOTAL	82	6 10	2190	4450	7060	47	8 9	2200	3600	4400	TOTAAL		

\*REST OF WITWATERSRAND-VAAL TRIANGLE (INCLUDING SASOLBURG) \*RES VAN WITWATERSRAND-VAALDRIEHOEK (SASOLBURG INGESLUIT)  
 #REST OF ORANGE FREE STATE (EXCLUDING SASOLBURG) #RES VAN ORANJE-VRYSTAAT (SASOLBURG UITGESLUIT)  
 YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

TABLE 27  
WAGE STRUCTURE OF PART-TIME EMPLOYEES BY  
ECONOMIC SECTOR AND EMPLOYER (R.P.A.)

TABEL 27  
LOONSTRUKTUUR VAN DEELTYDSE WERKNEMERS VOLGENS  
EKONOMIESE SEKTOR EN WERKGEWER (R.P.J.)

ECONOMIC SECTOR	PUBLIC SECTOR/OPENBARE SEKTOR						PRIVATE SECTOR/PRIVATE SEKTOR						EKONOMIESE SEKTOR
	N	MEDIAN		PERCENTILE/PERSENTIEL			N	MIDIAAN		PERCENTILE/PERSENTIEL			
		YRS	HRS	25	50	75		JRE	URE	25	50	75	
FORESTRY, AGRICULTURE AND FISHERIES	3						12	5	19	1420	2450	3450	BOSBOU, LANDBOU EN VISSERIE
MINING	1						5	12			4160		MYNBOU
ELECTRICITY, GAS AND WATER SUPPLY							1						ELEKTRISITEITS-, GAS- EN WATERVOORSIENING
BUILDING AND CONSTRUCTION							8	14			3570		BOU EN KONSTRUKSIE
MANUFACTURING							30	10	20	3110	4800	6690	FABRIEKSWESE
TRANSPORT, STORAGE AND COMMUNICATION	5	9			5850		3						VERVOER, BERGING EN KOMMUNIKASIE
COMMERCE							57	7	19	2190	3900	6000	HANDEL
FINANCE							21	7	20	2920	5670	8950	FINANSIEWESE
MEDICAL, DENTAL AND OTHER HEALTH SERVICES	151	12	20	3310	5000	7880	106	9	14	1500	3480	5410	MEDIESE, TANDHEELKUN- DIGE E.A. GESONDHEIDS- DIENSTE
BUSINESS SERVICES	3						54	11	20	2490	4600	5740	BESIGHEIDSDIENSTE
OTHER PERSONAL SERVICES	11	6	20	2800	3600	4800	49	7	19	2080	3300	5070	ANDER PERSOONLIKE DIENSTE
PROTECTION SERVICES	5	10			3450								BESKERMINGSDIENSTE
ALL OTHER GOVERNMENT SERVICES	376	7	18	2500	4250	6000	90	10	15	2350	3850	5150	ALLE ANDER OORHEIDS- DIENSTE
NOT INDICATED							7	6			4000		NIE AANGEDUI NIE
TOTAL	555	9	18	2870	4430	6520	443	9	18	2230	3860	5500	TOTAAL

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK  
ECONOMIC SECTOR CLASSIFICATION SEE TEXT

JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK  
EKONOMIESE SEKTORKLASSIFIKASIE KYK TEKS

TABLE 28  
WAGE STRUCTURE OF PART-TIME EMPLOYEES BY ECONOMIC  
SECTOR, OCCUPATION AND EMPLOYER (R.P.A.)  
28.1 FORESTRY, AGRICULTURE AND FISHERIES

TABEL 28  
LOONSTRUKTUUR VAN DEELTYDSE WERKNEMERS VOLGENS EKONOMIESE  
SEKTOR, BEROEP EN WERKGEWER (R.P.J.)  
28.1 BOESBOU, LANDBOU EN VISSERIE

OCCUPATION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					BEROEP
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL			
			25	50	75			25	50	75	
1439 RECEPTIONIST,SECY. OTHER OCCUPATIONS	3					6	6		2050		1439 ONTVANGSDAME,SEKRE ANDER BEROEPE
TOTAL	3					12	5 19	1420	2450	3450	TOTAAL

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

28.5 MANUFACTURING

28.5 FABRIEKSWESE

OCCUPATION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					BEROEP
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL			
			25	50	75			25	50	75	
1092 COPY WRITER 1392 PHARMACIST OTHER OCCUPATIONS	0					6	12		3000		1092 KOPIESKRYWER 1392 APTEKER ANDER BEROEPE
TOTAL						30	10 20	3110	4800	6690	TOTAAL

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

28.7 COMMERCE

28.7 HANDEL

OCCUPATION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					BEROEP
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL			
			25	50	75			25	50	75	
1053 BOOKKEEPER 1392 PHARMACIST OTHER OCCUPATIONS	0					5	10		2640		1053 BOEKHOUDER 1392 APTEKER ANDER BEROEPE
TOTAL						57	7 19	2190	3900	6000	TOTAAL

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

28.8 FINANCE

28.8 FINANSIËWESE

OCCUPATION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					BEROEP
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL			
			25	50	75			25	50	75	
1166 ESTATE AGENT OTHER OCCUPATIONS	0					7	8		10300		1166 EIENDOMSAGENT ANDER BEROEPE
TOTAL						21	7 20	2920	5670	8950	TOTAAL

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

28.9 MEDICAL, DENTAL AND OTHER HEALTH SERVICES

28.9 MEDIËSE, TANDHEELKUNDIGE E.A. GESONDHEIDSDIENSTE

OCCUPATION	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					BEROEP
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL			
			25	50	75			25	50	75	
1053 BOOKKEEPER 1181 MEDICAL PRACTITIONER 1236 LECTURER 1364 NURSE 1392 PHARMACIST 1399 PHYSIC THERAPIST 1439 RECEPTIONIST,SECY. 1452 SOCIAL WORKER OTHER OCCUPATIONS	74	16 18	3600	6280	10030	6	15		3280		1053 BOEKHOUDER 1181 GENEESHEER 1236 DOSENT,LEKTOR 1364 VERPLEEGKUNDIGE 1392 APTEKER 1399 FISIOTERAPEUT 1439 ONTVANGSDAME,SEKRE 1452 MAATSKAPLIKE WERKE ANDER BEROEPE
TOTAL	151	12 20	3310	5000	7880	106	5 14	1500	3480	5410	TOTAAL

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

TABLE 28 (CONTINUED)

## 28.10 BUSINESS SERVICES

OCCUPATION	PUBLIC SECTOR/OPENBARE SEKTOR						PRIVATE SECTOR/PRIVATE SEKTOR						BEROEP
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL					
			25	50	75			25	50	75			
053 BOOKKEEPER						11	20	23	3000	4570	5100	053 BOEKHOUER	
240 LIBRARIAN	11					7	12			5050		240 BIBLIOTEKARIS	
439 RECEPTIONIST, SECY.						5	25			5000		439 ONTVANGSDAME, SEKRE	
OTHER OCCUPATIONS	21					31						ANDER BEROEPE	
TOTAL	31					54	11	20	2490	4600	5740	TOTAAL	

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

TABEL 28 (VERVOLG)

## 28.10 BESIGHEIDSDIENSTE

## 28.11 OTHER PERSONAL SERVICES

## 28.11 ANDER PERSOONLIKE DIENSTE

OCCUPATION	PUBLIC SECTOR/OPENBARE SEKTOR						PRIVATE SECTOR/PRIVATE SEKTOR						BEROEP
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL					
			25	50	75			25	50	75			
376 ORGANIST						5	10			1850		376 ORRELIS	
452 SOCIAL WORKER	10	6	19	2660	3410	4770	23	7	23	2860	5030	6300	452 MAATSKAPLIKE WERKE
OTHER OCCUPATIONS	11					21							ANDER BEROEPE
TOTAL	11	6	20	2800	3600	4800	49	7	19	2080	3300	5070	TOTAAL

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK

## 28.13 ALL OTHER GOVERNMENT SERVICES

## 28.13 ALLE ANDER OWERHEIDSDIENSTE

OCCUPATION	PUBLIC SECTOR/OPENBARE SEKTOR						PRIVATE SECTOR/PRIVATE SEKTOR						BEROEP
	N	MEDIAN YRS HRS	PERCENTILE/PERSENTIEL			N	MEDIAAN JRE URE	PERCENTILE/PERSENTIEL					
			25	50	75			25	50	75			
054 BOTANIST	5	12			4260							054 PLANTKUNDEIGE	
075 CLERK, STOREMAN	12	10	22	2910	3700	3990	1					075 KLERK, STORERMAN	
201 HUMAN SCIENTIST/NEC	10	2	19	2880	4050	5010						201 GEESTESWET. N.E.V.	
236 LECTURER	86	7	7	1500	3120	5930	5	14		1830		236 DOSENT, LEKTOR	
237 LECTURER & STUDENT	5	4			830							237 DOSENT & STUDENT	
240 LIBRARIAN	48	6	22	3240	4550	5790	5	10		4600		240 BIBLIOTEKARIS	
360 NATURAL SCIENTIST	12	4	18	780	2250	4740						360 NATUURWETENSKAPLIK	
439 RECEPTIONIST, SECY.	13	12	22	3830	5010	6060	3					439 ONTVANGSDAME, SEKRE	
452 SOCIAL WORKER	18	10	20	2740	4100	5400	17	12	18	3220	4850	6340	452 MAATSKAPLIKE WERKE
471 TEACHER	82	6	10	2190	4450	7060	42	8	9	2540	3640	4580	471 ONDERWYSER
473 TECH. ASSISTANT	12	6	17	2290	3360	4870						473 TEGNIESE ASSISTENT	
OTHER OCCUPATIONS	73						17						ANDER BEROEPE
TOTAL	376	7	18	2500	4250	6000	90	10	15	2350	3850	5150	TOTAAL

YRS = YEARS JOB EXPERIENCE//HRS = WORKING HOURS PER WEEK JRE = JARE WERKERVARING//URE = WERKSURE PER WEEK



**TABLE 29  
ADDITIONAL EARNINGS OF PART-TIME  
WORKERS BY EMPLOYER (R.P.A.)**

**29.1 Employees in the public sector**

**TABEL 29  
BYVERDIENSTES VAN DEELTYDSE WERKERS  
VOLGENS WERKGEWER (R.P.J.)**

**29.1 Werknemers in die openbare sektor**

Additional earning	N	% of group who receive additional earning % van groep wat byverdienste ontvang	Percentile/Persentiel			Byverdienste
			25	50	75	
Gross salary	555	100,0	2 840	4 220	6 210	Bruto salaris
Overtime remuneration	4	0,7				Oortyd-besoldiging
Part-time lecturing	15	2,7	600	1 000	1 800	Deeltydse onderrig
Consultation	7	1,3		1 200		Konsultasie
Profit-sharing bonus	5	0,9		470		Winsdelingsbonus
Cash bonus	150	27,0	280	400	580	Kontantbonus
Income from above-mentioned sources	555	100	2 870	4 430	6 520	Inkomste uit bogenoemde bronne

**29.2 Employees in the private sector**

**29.2 Werknemers in die private sektor**

Additional earning	N	% of group who receive additional earning % van groep wat byverdienste ontvang	Percentile/Persentiel			Byverdienste
			25	50	75	
Gross salary	442	99,8	2 080	3 600	5 360	Bruto salaris
Director's fee	4	0,9				Direkteursgelde
Overtime remuneration	6	1,4		410		Oortyd-besoldiging
Part-time lecturing	6	1,4		430		Deeltydse onderrig
Consultation	7	1,6		1 000		Konsultasie
Profit-sharing bonus	8	1,8		290		Winsdelingsbonus
Cash bonus	130	29,3	110	280	400	Kontantbonus
Income from above-mentioned sources	443	100	2 230	3 860	5 500	Inkomste uit bogenoemde bronne

**29.3 Self-employed (own practice, business)**

**29.3 Selfgeëmplojeerd (eie praktyk, besigheid)**

Additional earning	N	% of group who receive additional earning % van groep wat byverdienste ontvang	Percentile/Persentiel			Byverdienste
			25	50	75	
Net income	171	97,7	1 200	3 000	6 000	Netto inkomste
Director's fee	7	4,0		2 000		Direkteursgelde
Salaried work after hours	4	2,3				Na-uurse gesalarieerde werk
Overtime remuneration	—					Oortyd-besoldiging
Part-time lecturing	3	1,7				Deeltydse onderrig
Consultation	—					Konsultasie
Profit-sharing bonus	2	1,1				Winsdelingsbonus
Cash bonus	4	2,3				Kontantbonus
Income from above-mentioned sources	175	100	1 210	3 000	7 000	Inkomste uit bogenoemde bronne

**TABLE 30**  
**FRINGE BENEFITS OF PART-TIME EMPLOYEES**  
**BY EMPLOYER (R.P.A.)**

**TABEL 30**  
**BYVOORDELE VAN DEELTYDSE WERKNEMERS**  
**VOLGENS WERKGEWER (R.P.J.)**

Employer	Total number of employees		Question not answered	Do not receive fringe benefit	Receive fringe benefit Ontvang byvoordeel						Werkgewer	
	Totale aantal werknemers		Vraag nie beantwoord nie	Ontvang nie byvoordeel nie	Value not indicated Waarde nie aangedui nie	Value indicated (R.p.a.) Waarde aangedui (R.p.j.)						
						Percentile/Persentiel						
		N				N	10	25	50	75	90	
<b>(a) Pension</b>												
Government	N	249	83	111	8	47	120	170	240	360	620	N Staat
	%	100	33,3	44,6	3,2	18,9						%
Local authority	N	32	12	15	2	3						N Plaaslike owerheid
	%	100	37,5	46,9	6,3	9,4						%
Semi-government	N	273	88	158	6	21	150	230	300	380	790	N Semi-staat
	%	100	32,2	57,9	2,2	7,7						%
Government and semi-government	N	1		1								N Staat en semi-staat
	%	100		100								%
Public sector	N	555	183	285	16	71	120	190	250	360	600	N Openbare sektor
	%	100	33,0	51,4	2,9	12,8						%
Public corporation	N	8	3	4	1							N Openbare korporasie
	%	100	37,5	50,0	12,5							%
Private firm	N	435	155	224	9	47	100	210	290	430	1 160	N Private firma
	%	100	35,6	51,5	2,1	10,8						%
Private sector	N	443	158	228	10	47	100	210	290	430	1 160	N Private sektor
	%	100	35,7	51,5	2,3	10,6						%
<b>TOTAL</b>	<b>N</b>	<b>998</b>	<b>341</b>	<b>513</b>	<b>26</b>	<b>118</b>	<b>120</b>	<b>200</b>	<b>270</b>	<b>410</b>	<b>700</b>	<b>N TOTAAL</b>
	<b>%</b>	<b>100</b>	<b>34,2</b>	<b>51,4</b>	<b>2,6</b>	<b>11,8</b>						<b>%</b>

**(b) Car**

**(b) Motor**

Government	N	249	116	131		2						N Staat
	%	100	46,6	52,6		0,8						%
Local authority	N	32	14	18								N Plaaslike owerheid
	%	100	43,8	56,3								%
Semi-government	N	273	102	168		3						N Semi-staat
	%	100	37,4	61,5		1,1						%
Government and semi-government	N	1		1								N Staat en semi-staat
	%	100		100								%
Public sector	N	555	232	318		5		250				N Openbare sektor
	%	100	41,8	57,3		0,9						%
Public corporation	N	8	2	5		1						N Openbare korporasie
	%	100	25,0	62,5		12,5						%
Private firm	N	435	175	244	5	11		300	600	1 200		N Private firma
	%	100	40,2	56,1	1,1	2,5						%
Private sector	N	443	177	249	5	12		320	680	1 200		N Private sektor
	%	100	40,0	56,2	1,1	2,7						%
<b>TOTAL</b>	<b>N</b>	<b>998</b>	<b>409</b>	<b>567</b>	<b>5</b>	<b>17</b>		<b>280</b>	<b>600</b>	<b>1 080</b>		<b>N TOTAAL</b>
	<b>%</b>	<b>100</b>	<b>41,0</b>	<b>56,8</b>	<b>0,5</b>	<b>1,7</b>						<b>%</b>

**(c) Entertainment allowance**

**(c) Onthaaltoelae**

Government	N	249	116	133								N Staat
	%	100	46,6	53,4								%
Local authority	N	32	14	18								N Plaaslike owerheid
	%	100	43,8	56,3								%
Semi-government	N	273	103	170								N Semi-staat
	%	100	37,7	62,3								%
Government and semi-government	N	1		1								N Staat en semi-staat
	%	100		100								%
Public sector	N	555	233	322								N Openbare sektor
	%	100	42,0	58,0								%
Public corporation	N	8	3	5								N Openbare korporasie
	%	100	37,5	62,5								%
Private firm	N	435	178	250	2	5		480				N Private firma
	%	100	40,9	57,5	0,5	1,1						%
Private sector	N	443	181	255	2	5		480				N Private sektor
	%	100	40,9	57,6	0,5	1,1						%
<b>TOTAL</b>	<b>N</b>	<b>998</b>	<b>414</b>	<b>577</b>	<b>2</b>	<b>5</b>		<b>480</b>				<b>N TOTAAL</b>
	<b>%</b>	<b>100</b>	<b>41,5</b>	<b>57,8</b>	<b>0,2</b>	<b>0,5</b>						<b>%</b>

TABLE 30 (CONTINUED)

TABEL 30 (VERVOLG)

Employer	Total number of employees		Question not answered	Do not receive fringe benefit	Receive fringe benefit Ontvang byvoordeel						Werkgewer
	Totale aantal werknemers		Vraag nie beantwoord nie	Ontvang nie byvoordeel nie	Value not indicated Waarde nie aangedui nie	Value indicated (R.p.a.) Waarde aangedui (R.p.j.)					
						Percentile/Persentiel					
					N	10	25	50	75	90	
<b>(d) Housing</b>											<b>(d) Behuising</b>
Government	N	249	113	133	1	2					N Staat
	%	100	45,4	53,4	0,4	0,8					%
Local authority	N	32	14	18							N Plaaslike owerheid
	%	100	43,8	56,3							%
Semi-government	N	273	103	168	1	1					N Semi-staat
	%	100	37,7	61,5	0,4	0,4					%
Government and semi-government	N	1		1							N Staat en semi-staat
	%	100		100							%
Public sector	N	555	230	320	2	3					N Openbare sektor
	%	100	41,4	57,7	0,4	0,5					%
Public corporation	N	8	3	5							N Openbare korporasie
	%	100	37,5	62,5							%
Private firm	N	435	182	248	3	2					N Private firma
	%	100	41,8	57,0	0,7	0,5					%
Private sector	N	443	185	253	3	2					N Private sektor
	%	100	41,8	57,1	0,7	0,5					%
<b>TOTAL</b>	<b>N</b>	<b>998</b>	<b>415</b>	<b>573</b>	<b>5</b>	<b>5</b>		<b>1 200</b>			<b>N TOTAAL</b>
	<b>%</b>	<b>100</b>	<b>41,6</b>	<b>57,4</b>	<b>0,5</b>	<b>0,5</b>					<b>%</b>

**(e) Other fringe benefits****(e) Ander byvoordele**

Government	N	249	109	124	1	15	30	60	200		N Staat	
	%	100	43,8	49,8	0,4	6,0					%	
Local authority	N	32	13	18		1					N Plaaslike owerheid	
	%	100	40,6	56,3		3,1					%	
Semi-government	N	273	100	160	1	12	20	100	300		N Semi-staat	
	%	100	36,6	58,6	0,4	4,4					%	
Government and semi-government	N	1		1							N Staat en semi-staat	
	%	100		100							%	
Public sector	N	555	222	303	2	28	10	20	80	290	560	N Openbare sektor
	%	100	40,0	54,6	0,4	5,0						%
Public corporation	N	8	3	3		2						N Openbare korporasie
	%	100	37,5	37,5		25,0						%
Private firm	N	435	171	227	6	31	30	60	150	530	1 000	N Private firma
	%	100	39,3	52,2	1,4	7,1						%
Private sector	N	443	174	230	6	33	30	80	150	500	1 000	N Private sektor
	%	100	39,3	51,9	1,4	7,4						%
<b>TOTAL</b>	<b>N</b>	<b>998</b>	<b>396</b>	<b>533</b>	<b>8</b>	<b>61</b>	<b>20</b>	<b>40</b>	<b>120</b>	<b>360</b>	<b>700</b>	<b>N TOTAAL</b>
	<b>%</b>	<b>100</b>	<b>39,7</b>	<b>53,4</b>	<b>0,8</b>	<b>6,1</b>						<b>%</b>

**TABLE 31**  
**INCOME PACKAGE OF PART-TIME EMPLOYEES WHO**  
**RECEIVE ONE OR MORE OF THE FRINGE BENEFITS**  
**AND HAVE INDICATED THE VALUE BY EMPLOYER**  
**(R.P.A.)**

**TABEL 31**  
**INKOMSTEPAKKET VAN DEELTYDSE WERKNEMERS**  
**WAT EEN OF MEER BYVOORDELE ONTVANG EN DIE**  
**WAARDE AANGEDUI HET VOLGENS WERKGEWER**  
**(R.P.J.)**

Employer Werkgewer	N	Median Mediaan		Income Inkomste			Total fringe benefits Totale byvoordele			Income package Inkomstepakket			Fringe benefits as % of income Byvoordele as % van inkomste		
		Yrs Jre	Hrs Ure	Percentile/Persentiel			Percentile/Persentiel			Percentile/Persentiel			Percentile/Persentiel		
				25	50	75	25	50	75	25	50	75	25	50	75
Government Staat	26	10	23	4 090	5 600	9 820	200	320	520	4 310	6 540	10 340	3,7	4,7	5,2
Local authority Plaaslike owerheid	1														
Semi-government Semi-staat	16	10	21	3 810	4 710	6 540	100	300	550	4 030	4 860	7 320	2,3	5,3	11,0
<b>Total public sector Totaal openbare sektor</b>	<b>43</b>	<b>10</b>	<b>23</b>	<b>3 980</b>	<b>5 300</b>	<b>7 580</b>	<b>180</b>	<b>300</b>	<b>520</b>	<b>4 180</b>	<b>5 760</b>	<b>7 880</b>	<b>3,7</b>	<b>4,7</b>	<b>6,0</b>
Public corporation Openbare korporasie	2														
Private firm Private firma	39	12	20	3 000	4 550	7 670	240	320	600	3 430	4 880	8 720	3,9	6,2	19,1
<b>Total private sector Totaal private sektor</b>	<b>41</b>	<b>12</b>	<b>20</b>	<b>3 050</b>	<b>4 780</b>	<b>7 730</b>	<b>220</b>	<b>300</b>	<b>600</b>	<b>3 450</b>	<b>5 150</b>	<b>8 740</b>	<b>3,2</b>	<b>6,0</b>	<b>15,5</b>
<b>GRAND TOTAL GROOTTOTAAL</b>	<b>84</b>	<b>10</b>	<b>22</b>	<b>3 680</b>	<b>5 140</b>	<b>7 660</b>	<b>200</b>	<b>300</b>	<b>540</b>	<b>4 010</b>	<b>5 420</b>	<b>8 410</b>	<b>3,6</b>	<b>5,0</b>	<b>9,8</b>

Yrs = years job experience // Hrs = working hours per week  
 Jre = jare werkervaring // Ure = werksure per week

**TABLE 32**  
**COMPARISON OF PART-TIME EMPLOYEES' MEDIAN**  
**INCOME: 1979 TO 1981, BY EMPLOYER AND OCCUPATION**

**TABEL 32**  
**VERGELYKING TUSSEN DEELTYDSE WERKNEMERS SE**  
**MEDIAANINKOMSTE: 1979 TOT 1981, VOLGENS WERKGEWER**  
**EN BEROEP**

Occupation	Public sector/Openbare sektor			Private sector/Private sektor			Beroep	
	1979	1981	Annual % increase in income Jaarlikse % styging in inkomste	1979	1981	Annual % increase in income Jaarlikse % styging in inkomste		
Administrative assistant, clerk, receptionist, secretary	N Me	28 2 780	31 3 870	18,0	41 2 600	37 3 000	7,4	N Administratiewe assistent, Me klerk, ontvangsdame, sekretaresse
Archivist, curator, librarian	N Me	43 3 270	55 4 550	18,0	15 2 700	21 4 600		N Argivaris, kurator, Me bibliotekaris
Bookkeeper	N Me	2	1		30 2 400	28 4 050	29,9	N Boekhouer Me
Medical practitioner	N Me	81 4 800	76 6 280	14,4	12 3 830	7		N Geneesheer Me
Headmaster, teacher	N Me	52 3 000	82 4 450	21,8	41 2 800	47 3 600	13,4	N Skoolhoof, onderwyser Me
Lecturer	N Me	65 3 120	94 3 250	2,1	2	5		N Dosent, lektor Me
Pharmacist	N Me	9	16 6 970		79 3 200	84 3 730	8,0	N Apteker Me
Social worker	N Me	31 3 360	33 3 600	3,5	33 3 080	42 4 660	23,0	N Maatskaplike werker Me

**TABLE 33**  
**COMPARISON OF PART-TIME WORKERS'**  
**MEDIAN INCOME: 1979 TO 1981, BY**  
**EMPLOYER AND YEARS OF JOB EXPERIENCE**

(a) Employees

Years of job experience	Public sector/Openbare sektor					Private sector/Private sektor					Jare werk-ervaring
	1979		1981		Annual % increase in income Jaarlikse % styging in inkomste	1979		1981		Annual % increase in income Jaarlikse % styging in inkomste	
	N	Me	N	Me		N	Me	N	Me		
<1	12	2 380	15	3 250		8		4			<1
1	23	3 200	23	3 600	6,1	18	3 010	14	3 640		1
2	22	2 650	26	3 040	7,1	16	2 670	19	2 700		2
3	33	2 630	29	3 860	21,2	22	2 100	26	3 350	26,3	3
4	31	2 760	36	3 450	11,8	33	2 730	20	3 760	17,4	4
0 - 4	121	2 760	129	3 360	10,3	97	2 500	83	3 390	16,5	0 - 4
5 - 9	110	3 050	164	4 090	15,8	129	3 000	145	3 840	13,1	5 - 9
10 - 14	79	3 990	103	4 780	9,5	71	3 050	89	4 000	14,5	10 - 14
15 - 19	47	3 940	42	5 760	20,9	32	3 430	41	3 650	3,2	15 - 19
20 - 24	25	4 550	45	5 500	10,0	31	4 000	33	4 450	5,5	20 - 24
25 - 29	15	3 970	19	7 650		16	3 420	14	4 380		25 - 29
30 - 34	17	4 800	9			8		10	4 830		30 - 34
35 - 39	10	5 320	9			5		10	5 110		35 - 39
40+	14	4 950	18	4 460		4		9			40+
Unknown	29	2 760	17	3 680		11	2 400	9			Onbekend
<b>TOTAL</b>	<b>467</b>	<b>3 420</b>	<b>555</b>	<b>4 430</b>	<b>13,8</b>	<b>404</b>	<b>3 000</b>	<b>443</b>	<b>3 860</b>	<b>13,4</b>	<b>TOTAAL</b>

**TABEL 33**  
**VERGELYKING VAN DEELTYDSE WERKERS SE**  
**MEDIAANINKOMSTE: 1979 TOT 1981, VOLGENS**  
**WERKGEWER EN JARE WERKERVARING**

(a) Werknemers

(b) Self-employed

(b) Selfgeëmplojeerd

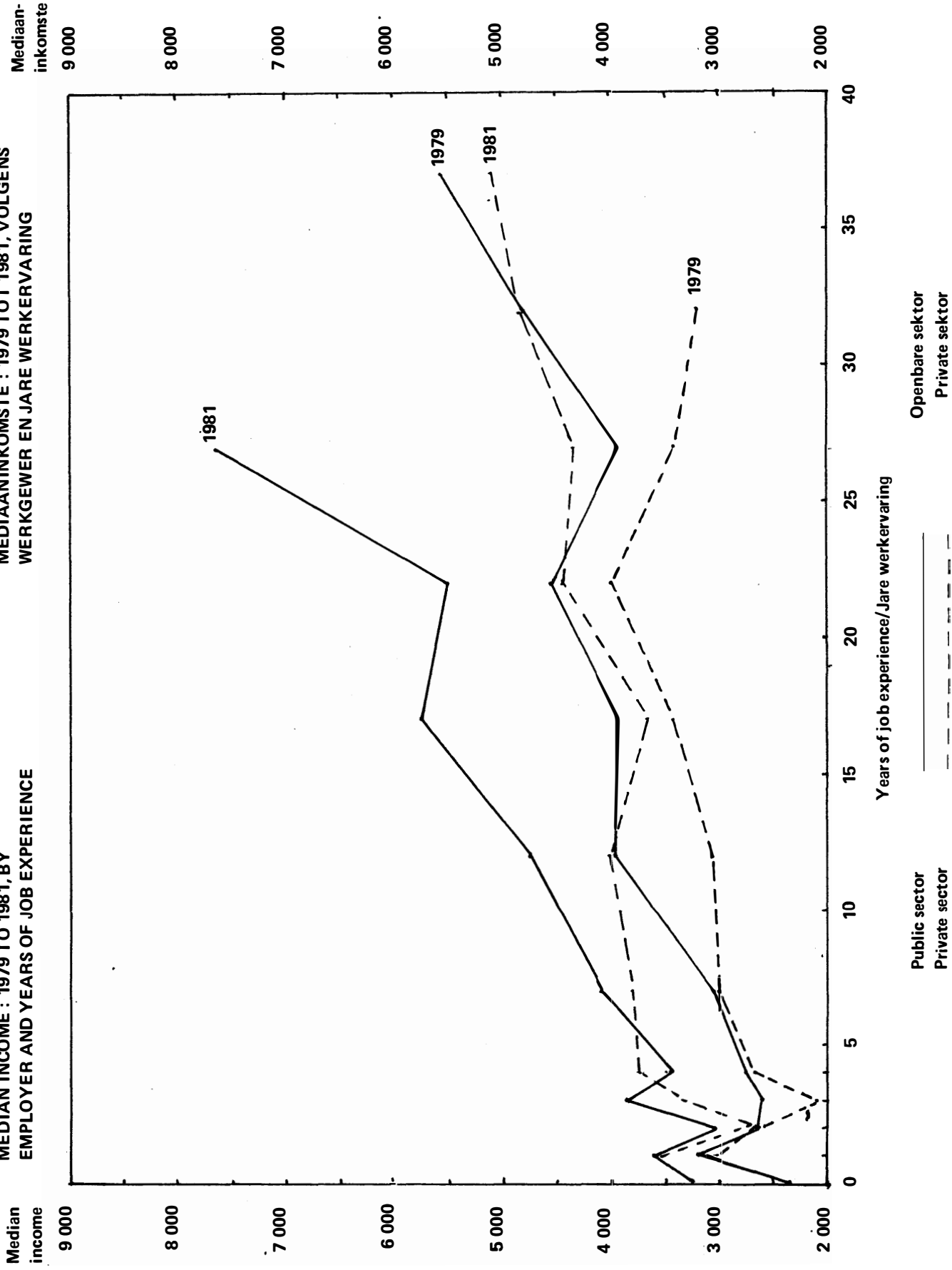
Years of job experience	1979				1981				Annual % increase in income Jaarlikse % styging in inkomste	Jare werk-ervaring
	1979		1981		1981		1981			
	N	Me	N	Me	N	Me	N	Me		
<1	1								<1	
1	5		3						1	
2	2		10	2 200					2	
3	10	1 800	4						3	
4	8		10	2 200					4	
0 - 4	26	2 200	27	2 000	-4,7				0 - 4	
5 - 9	30	2 340	55	2 700	7,4				5 - 9	
10 - 14	22	3 550	34	3 920	5,1				10 - 14	
15 - 19	12	2 880	14	5 500					15 - 19	
20 - 24	14	2 950	8						20 - 24	
25 - 29	3		5						25 - 29	
30 - 34	8		7						30 - 34	
35 - 39	3		7						35 - 39	
40+			3						40+	
Unknown	6		15	3 000					Onbekend	
<b>TOTAL</b>	<b>124</b>	<b>2 500</b>	<b>175</b>	<b>3 000</b>	<b>9,5</b>				<b>TOTAAL</b>	

FIGURE 2

COMPARISON OF PART-TIME EMPLOYEES' MEDIAN INCOME : 1979 TO 1981, BY EMPLOYER AND YEARS OF JOB EXPERIENCE

FIGUUR 2

VERGELYKING VAN DEELTYDSE WERKNEMERS SE MEDIAANINKOMSTE : 1979 TOT 1981, VOLGENS WERKGEWER EN JARE WERKERVARING



APPENDIX

LIST OF OCCUPATIONS

- 001 ACCOUNTANT,AUDITOR(NOT REGISTERED , NOT CA, NOT FQE),INTERNAL AUDITOR /REKENMEESTER, OUDITEUR(NIE GEREISTREER,NIE GR,NIE FKE),INTERNE OUDITEUR
- 002 ACCOUNTANT,AUDITOR ( REGISTERED,CA,PRACTISING,PUBLIC,FQE)/ REKENMEESTER, OUDITEUR(GEREISTREER,GR,PRAKTISEREND,OPENBARE,FKE)
- 004 ACCOUNTANT OR AUDITOR ARTICLED CLERK,AUDIT CLERK,TRAINEE ACCOUNTANT,AUDITOR / REKENMEESTERS-, OUDITEURSKLERK, OUDITKLERK, LEERLING REKENMEESTER, OUDITEUR
- 005 ACTOR / AKTEUR
- 007 ACTUARY CLERK-ARTICLED,ACTUARY STUDENT / AKTUARIËLE KLERK-INGESKREWE,AKTUARIËLE STUDENT
- 008 ADMINISTRATIVE ASSISTANT(AA) / ADMINISTRATIEWE ASSISTENT(AA)
- 009 ADMINISTRATIVE ASSISTANT(SENIOR)(SAA),CHIEF CLERK,SENIOR CLERK / ADMINISTRATIEWE ASSISTENT(SENIOR)(SAA),HOOFKLERK,SENIORKLERK
- 010 ADMINISTRATIVE OFFICER E.G. AO,ACO,SAO / ADMINISTRATIEWE BEAMPTTE BV.AB,BAB, SAB
- 011 ADMINISTRATOR OF AN ESTATE,ESTATE CONSULTANT / BOEDELBEREDDERAAR,BOEDELKONSULTANT
- 012 ADVERTISING CONSULTANT,PUBLICITY CONSULTANT / ADVERTENSIEKONSULTANT,REKLAMEKONSULTANT
- 013 ADVOCATE / ADVOKAAT
- 014 AGENTS N.E.C. E.G. INDENT,MANUFACTURING,SHIPS,OTHER / AGENTE N.E.V. BV. BESTELLINGS-,FABRIEKS-,VERSKEPINGS-,ANDER
- 016 AGRICULTURAL ECONOMIST / LANDBOU-EKONOM
- 017 AGRICULTURAL EXTENSION OFFICER / LANDBOUVOORLIGTER
- 019 AGRICULTURAL RESEARCHER / LANDBOONAVORSER
- 020 AGRICULTURAL SCIENTIST,AGRICULTURIST / LANDBOUWETENSKAPLIKE,LANDBOUKUNDIGE
- 021 AGRICULTURAL TECHNICIAN / LANDBOUTEGNIKUS
- 023 AIR HOSTESS / LUGWAARDIN
- 026 ANALYTICAL CHEMIST / ANALITIESE CHEMIKUS
- 028 ANIMAL SCIENTIST / VEEKUNDIGE
- 029 ANTHROPOLOGIST,ARCHAEOLOGIST,ETHNOLOGIST / ANTROPOLOOG,ARGEOLOOG, ETNOLOOG
- 031 ARACHNOLOGIST,ENTOMOLOGIST / ARACHNOLOOG,ENTOMOLOOG
- 032 ARCHITECT(ALSO ARCHITECT-IN-TRAINING) / ARGITEK(OOK ARGITEK-ASSISTENT)
- 034 ARCHIVIST,CURATOR,HERALDIST / ARGIVARIS,KURATOR,HERALDIKUS
- 035 ARTICLED CLERK-LEGAL,ATTORNEY'S ASSISTANT,ATTORNEY'S CLERK(ARTICLED) / PROKUREURSKLERK(INGESKREWE),PROKUREURSASSISTENT
- 036 ARTISANS,OPERATORS AND SEMI-SKILLED WORKERS E.G. BUTCHER,COMPOSITOR,WELDER / AMBAGSMANNE,OPERATEURS EN HALFGESKOLDE WERKERS BV. SLAGTER,SETTER,SWEISER
- 037 ARTIST, ARTS AND CRAFTS TEACHER, COLOUR CONSULTANT, SCULPTOR / KUNSTENAAR, KUNSVLYTONDERWYSER, KLEURKONSULTANT, BEELDHOUER, HANDELSKUNSTENAAR
- 039 ATTORNEY,LAWYER,NOTARY,SOLICITOR / PROKUREUR,NOTARIS
- 042 AUDIOLOGIST / OUDIOLOOG
- 043 AUTHOR,WRITER / OUTEUR,SKRYWER
- 045 BANK CLERK / BANKKLERK
- 046 BANKER / BANKIER



- 047 BIOCHEMIST / BIOCHEMIKUS
- 048 BIOLOGICAL SCIENCES TECHNICIAN / BIOLOGIESE WETENSCHAPPETEGNIKUS
- 049 BIOLOGIST / BIOLOOG
- 050 BIOMETRICIAN / BIOMETRIKUS
- 052 BOARDING HOUSEKEEPER, HOUSEMASTER (HOSTEL TRAINEE), MATRON (NOT NURSING) / LOSIESHUISHOUDSTER, HUISVADER (LEERLING HUISVADER), MATRONE (NIE VERPLEEGKUNDE)
- 053 BOOKKEEPER / BOEKHOUER
- 054 BOTANIST / PLANTKUNDIGE (BOTANIKUS)
- 055 BRANCH SECRETARY, MINE SECRETARY, SECRETARY OF WORKS / SEKERATARIS VAN TAK, SEKRETARIS VAN MYN, SEKRETARIS VAN WERKE
- 058 BUILDING SCIENTIST, BUILDING TECHNOLOGIST, CONSTRUCTION SUPERVISOR / BOUKUNDIGE, BOUTEGNOLOG, BOU-OPSIENER
- 059 BUSINESS, INDUSTRIAL ADVISER, ANALYST, CONSULTANT, CONTROLLER / BEDRYFS-, NYWERHEIDSADVISEUR, -ANALIS, -KONSULTANT, -KONTROLEUR
- 060 BUSINESS ECONOMIST / BEDRYFSEKONOOM
- 062 BUYER, PURCHASER / AANKOPER, INKOPER
- 064 CARETAKER / GEBOUE-OPSIGTER
- 065 CARTOGRAPHER / KARTOGRAAF
- 066 CASHIER, PAYMASTER / KASSIER, BETAALMEESTER
- 067 CHAIRMAN OF ANY BOARD E.G. MARKETING, RENT CONTROL, SELECTION, TRANSPORT / VOORSITTER VAN ENIGE RAAD BV. BEMARKING, HUURBEHEER, KEUR, VERVOER
- 068 CHAPLAIN, CLERGYMAN, MINISTER, MISSIONARY, PRIEST / KAPELAAN, DOMINEE, PREDIKANT, SENDELING, PRIESTER
- 069 CHEMICAL TECHNICIAN, BIOCHEMICAL TECHNICIAN / CHEMIESE TEGNIKUS, BIOCHEMIESE TEGNIKUS
- 071 CHEMIST (NOT PHARMACIST), RESEARCH CHEMIST / CHEMIKUS (SKEIKUNDIGE) (NIE APTEKER NIE), NAVORSINGSCHEMIKUS
- 072 CHIROPRACTICIAN / CHIROPRAKTISYN
- 075 CLERK (NOT ARTICLED CLERK), STOREMAN / KLERK (NIE INGESKREWE KLERK NIE), STOORMAN
- 076 CLINICAL PSYCHOLOGIST (ALSO CLINICAL-INTERN) / KLINIESE SIELKUNDIGE (OOK KLINIESE INTERN)
- 077 COACH E.G. TENNIS, ENTERTAINMENT WORKER, RECREATION, SPORTS OFFICER / AFRIGTER BV. TENNIS, VERMAAKLIKHEIDSWERKER, ONTSPANNINGS-, SPORTBEAMPTTE (-OFFISIER)
- 082 COMMITTEE CLERK / KLERK VAN DIE RAAD
- 083 COMPANY ACCOUNTANT / MAATSKAPPYREKENMEESTER
- 085 COMPANY SECRETARY, GROUP SECRETARY / MAATSKAPPYSEKRETARIS, GROEPSEKRETARIS
- 086 COMPUTER CONSULTANT / REKENAARKONSULTANT
- 087 COMPUTER INPUT CHECKER, DATA PROCESSOR / REKENAAROPERATEUR, DATAVERWERKER
- 088 COMPUTER SCIENTIST / REKENAARWETENSKAPLIKE
- 091 CO-ORDINATORS, LEADERS AND PLANNERS OF PROJECTS E.G. PROJECT PLANNER / KOORDINEERDERS, LEIERS EN BEPLANNERS VAN PROJEKTE BV. PROJEKBEPLANNER
- 092 COPY WRITER, JOURNALIST, REPORTER / KOPIESKRYWER, JOERNALIS, VERSLAGGEWER
- 093 COST ACCOUNTANT / KOSTEREKENMEESTER
- 095 COUNSELLING PSYCHOLOGIST (ALSO COUNSELLING-INTERN) / VOORLIGTINGSIELKUNDIGE (OOK VOORLIGTING-INTERN)
- 096 COUNTER ASSISTANT, COUNTER ATTENDANT, FLORIST, SHOP ASSISTANT, SHOP ATTENDANT / TOONBANKASSISTENT, BLOEMIS, WINKELASSISTENT

- 097 CREDIT ANALYST, CREDIT CONTROLLER, CREDIT CONTROL OFFICER / KREDIETANALIS, KREDIETKONTROLEUR, KREDIETBEHEERBEAMPTTE
- 098 CULTURAL OFFICER / KULTURBEAMPTTE
- 101 DAIRY TECHNOLOGIST / MELKERYTEGNOLOOG
- 102 DANCER, DANCING TEACHER, MUSICIAN, MUSIC TEACHER, SINGER / DANSER, DANSONDERWYSER, MUSIKUS, MUSIEKONDERWYSER, SANGER
- 103 DENTIST / TANDARTS
- 105 DESIGNER / ONTWERPER
- 106 DEVELOPMENT OFFICER-AGRICULTURAL PRODUCTS, OTHER / ONTWIKKELINGSBEAMPTTE-LANDBOUPRODUKTE, ANDER
- 107 DIETICIAN / DIEETKUNDIGE
- 108 DIPLOMAT, FOREIGN SERVICE OFFICIAL, MEMBERS OF THE DIPLOMATIC CORPS / DIPLOMAAT, BUITELANDESE DIENSBEAMPTTE, LEDE VAN DIE DIPLOMATIEKE DIENS
- 109 DIRECTORS, EXECUTIVES / DIREKTEURE, UITVOERENDE AMPTENARE
- 110 ADMINISTRATIVE / ADMINISTRATIEWE
- 113 AGRICULTURE / LANDBOU-
- 115 COMPANY / MAATSKAPPY
- 118 DIRECTOR OF COMPANIES / DIREKTEUR VAN MAATSKAPPYE
- 121 EXECUTIVE / UITVOERENDE
- 122 EXPORT / UITVOER
- 123 FINANCIAL / FINANSIËLE
- 124 MANAGING / BESTURENDE
- 126 MARKETING / BEMARKINGS-
- 127 MARKET RESEARCH / MARKNAVORSINGS-
- 128 PERSONNEL / PERSONEEL-
- 129 PRODUCTION / PRODUKSIE
- 130 PUBLIC RELATIONS / OPENBARE BETREKKINGE
- 132 RESEARCH / NAVORSINGS-
- 133 SALES - VERKOOPS-
- 134 TECHNICAL / TEGNIESE
- 137 OTHER DIRECTORS, EXECUTIVES N.E.C. OR FIELD UNKNOWN, E.G. OF INSTITUTE / ANDER DIREKTEURE, UITVOERENDE AMPTENARE N.E.V. OF RIGTING ONBEKEND BV. INSTITUUT
- 138 DOMESTIC SCIENTIST, HOME ECONOMIST / HUISHOUDKUNDIGE, HUISHOUDKUNDIGE-VOORLIGTINGSBEAMPTTE
- 139 DRAUGHTSMAN TECHNICIAN N.E.C. OR FIELD UNKNOWN / TEKENAARTEGNIKUS N.E.V. OF RIGTING ONBEKEND
- 140 ECOLOGIST / EKOLOOG
- 141 ECONOMIC, FINANCIAL ADVISER, ANALYST, CONTROLLER, FINANCIAL BROKER / EKONOMIESE, FINANSIËLE ADVISEUR, ANALIS, KONTROLEUR, FINANSIËLE MAKELAAR
- 142 ECONOMIST (BRANCH UNKNOWN) / EKONOOM (VERTAKKING ONBEKEND)
- 143 EDITOR, FILM EDITOR, PUBLISHER / REDAKTEUR, ROLPRENTREDAKTEUR, UITGEWER
- 144 EDUCATIONAL ADVISER, EDUCATIONIST, SCHOOL LIBRARY ADVISER, SUBJECT ADVISER / ONDERWYSADVISEUR, OPVOEDKUNDIGE, SKOOLBIBLIOTEKADVISEUR, VAKADVISEUR
- 145 EDUCATIONAL, SCHOOL, TEACHER PSYCHOLOGIST, ORTHOPEDAGOGUE, ORTHODIDACTITIAN / OPVOEDKUNDIGE, SKOOL-, ONDERWYSERSIELKUNDIGE, ORTODIDAKTIKUS, ORTOPEDEGGOOG

- 146 EDUCATION PLANNER,SCHOOL PLANNER,UNIVERSITY PLANNER / ONDERWYSBEPLANNER,  
SKOOLBEPLANNER,UNIVERSITEITSBEPLANNER
- 147 EFFICIENCY CONTROLLER,QUALITY CONTROL OFFICER / GEHALTEKONTROLEUR,KWALI=  
TEITSKONTROLE BEAMPTE
- 148 EMPLOYMENT OFFICER,RECRUITMENT OFFICER / INDIENSNEMINGSBEAMPTE,WERKVERSKAFF=  
FINGSBEAMPTE,WERWINGSBEAMPTE
- 151 ENGINEERS / INGENIEURS
- 154 CHEMICAL / CHEMIESE
- 155 CIVIL / SIVIELE
- 156 ELECTRICAL,ELECTRONIC,TELECOMMUNICATIONS/ ELEKTRIESE,ELEKTRONIESE,  
TELEKOMMUNIKASIE
- 159 MECHANICAL / MEGANIESE
- 162 STRUCTURAL / STRUKTURELE
- 163 SYSTEMS / STELSEL
- 164 OTHER ENGINEERS N.E.C. / ANDER INGENIEURS N.E.V.
- 165 ENGINEER TECHNICIAN ANY FIELD / INGENIEURSTEGNIKUS ALLE RIGTINGS
- 166 ESTATE AGENT / EIENDOMSAGENT
- 167 ESTATE CLERK,ESTATE EXAMINER / BOEDELKLERK,BOEDELONDERSOEKER
- 168 EXPORT PLANNER / UITVOERBEPLANNER
- 169 FARMER / BOER
- 170 FASHION DESIGNER,INTERIOR DECORATOR / MODEONTWERPER,BINNESHUISVERSIERDER
- 171 FINANCIAL ACCOUNTANT / FINANSIËLE REKENMEESTER
- 172 FOOD SCIENTIST / VOEDSELWETENSKAPLIKE
- 173 FOOD TECHNOLOGIST / VOEDSELTEGNOLOOG
- 174 FORENSIC SCIENTIST / FORENSIESE WETENSKAPLIKE
- 177 FORESTRY TECHNICIAN / BOSBOU TEGNIKUS
- 180 GAME RANGER,NATURE CONSERVATIONIST,RESEARCHER,WILDLIFE MANAGEMENT EXTENSION  
OFFICER / WILDBEWAARDER, NATUURBEWAARDER, NAVORSER, NATUURBEWARINGSVOORLIGTER
- 181 GENERAL MEDICAL PRACTITIONER,PHYSICIAN(E.G.PHYSICIAN SPECIALIZING IN ANAESTHESIA)/ALGEMENE  
MEDIËSE PRAKTISYN, KLINIESE ASSIST.SPESIALISEER BV. NARKOSE
- 182 GENETICIST / GENETIKUS
- 183 GEOCHEMIST / GEOCHEMIKUS
- 184 GEOGRAPHER / AARDRYKSKUNDIGE
- 185 GEOLOGIST / GEOLOOG
- 187 GEOPHYSICIST / GEOFISIKUS
- 188 GLOSSOLOGIST,INTERPRETER,LEXICOGRAPHER,LINGUIST / TERMINOLOOG,TOLK,LEKSIKOGRAAF,  
TAALKUNDIGE
- 189 GRAPHIC DESIGNER / GRAFIESE ONTWERPER
- 191 HEADMASTER,PRINCIPAL OF SCHOOL / SKOOLHOOF,PRINSIPAAL VAN SKOOL
- 192 HEAD OF DEPARTMENT / AFDELINGSHOOF
- 197 HIGH EXECUTIVE POSTS E.G.COMMISSIONER-GENERAL,REGISTRAR OF UNIVERSITY /

- HOË UITVOERENDE POS BV. KOMMISSARIS-GENERAL, REGISTRATEUR VAN 'N UNIVERSITEIT
- 198 HISTORIAN / GESKIEDKUNDIGE
- 199 HORTICULTURIST / TUINBOUKUNDIGE
- 200 HOUSEMAN,INTERN / INTERN(HUISDOKTERJAAR IN 'N HOSPITAAL)
- 201 HUMAN SCIENTIST N.E.C. OR SPECIFIC OCCUPATION UNKNOWN E.G. RESEARCHER/  
GEESTESWETENSKAPLIKE OF SPESIFIEKE BEROEP ONBEKEND BV. NAVORSER
- 202 HYDROBIOLOGIST / HIDROBIOLOOG
- 204 HYDROLOGIST / HIDROLOOG
- 206 INDUSTRIAL CHEMIST / BEDRYFSCHEMIKUS,INDUSTRIËLE CHEMIKUS
- 207 INDUSTRIAL PSYCHOLOGIST,INTERN INDUSTRIAL PSYCHOLOGIST,PERSONNEL PSYCHOLO-  
GIST / BEDRYFSIELKUNDIGE, INTERNBEDRYFSIELKUNDIGE,PERSONEELSIELKUNDIGE
- 210 INFORMATION CONTROLLER / INLIGTINGSKONTROLEUR
- 211 INFORMATION OFFICER / INLIGTINGSBEAMPTE
- 212 INFORMATION SCIENTIST / INLIGTINGWETENSKAPLIKE
- 214 INSPECTOR OF EDUCATION / INSPEKTEUR VAN ONDERWYS
- 219 INSPECTOR OF WORKS / INSPEKTEUR VAN WERKE
- 220 INSPECTOR TECHNICIAN N.E.C. E.G. INSPECTOR OF MAIZE BOARD OR MEAT BOARD /  
INSPEKTEURSTEGNIKUS N.E.V. BV. INSPEKTEUR VAN MIELIERAAD OF VLEISRAAD
- 221 INSTRUCTOR / INSTRUKTEUR
- 222 INSURANCE AGENT,INSURANCE CONSULTANT / ASSURANSIE-AGENT,VERSEKERINGSKONSULTANT
- 224 INSURANCE BROKER / VERSEKERINGSMAKELAAR
- 225 INVESTMENT ADVISER,INVESTMENT ANALYST / BELEGGINGSADVISEUR,BELEGGINGSANALIS
- 226 JUDGE / REGTER
- 227 JUDGE'S REGISTRAR, LEGAL ASSISTANT / REGTERSKLERK,REGSASSISTENT
- 228 LABORATORY ASSISTANT FIELD UNKOWN,LABORATORY TECHNICIAN FIELD UNKNOWN / LA-  
BORATORIUMASSISTENT RIGTING ONBEKEND,LABORATORIUMTEGNIKUS RIGTING ONBEKEND
- 229 LABORATORY ASSISTANT WITH B.SC.DEGREE, LABORATORY TECHNICIAN WITH B.SC.DEGREE  
/ LABORATORIUMASSISTENT MET B.SC.-GRAAD,LABORATORIUMTEGNIKUS MET B.SC.-GRAAD
- 230 LABOUR ECONOMIST / ARBEIDSEKONOOM
- 232 LANDSCAPE ARCHITECT / LANDSKAPARGITEK
- 234 LAND SURVEYOR / LANDMETER
- 235 LAW ADVISER,LEGAL ADVISER / REGSADVISEUR
- 236 LECTURER,PROFESSOR(UNIVERSITIES,COLLEGES AND OTHER) /  
DOSENT,LEKTOR,PROFESSOR (UNIVERSITEITE,KOLLEGES EN ANDER)
- 237 LECTURER(PART-TIME) AND STUDENT(FULL-TIME) / DOSENT(DEELTYDS) EN STUDENT  
(VOLTYDS)
- 238 LEGAL OCCUPATIONS N.E.C. E.G. DEED EXAMINER,LEGAL OFFICER,SHERIFF AND OTHER /  
REGSBEROEPE N.E.V. BV. AKTEONDERSOEKER,REGSBEAMPTE,BALJU EN ANDER
- 239 LIAISON OFFICER, PUBLICITY OFFICER,PUBLIC RELATIONS OFFICER / SKAKELBEAMPTE,  
PUBLISITEITSBEAMPTE,REKLAMEBEAMPTE
- 240 LIBRARIAN,LIBRARIAN ASSISTANT / BIBLIOTEKARIS,BIBLIOTEEKASSISTENT
- 242 MAGISTRATE / LANDDROS

- 243 MANAGEMENT ACCOUNTANT / BESTUURSREKENMEESTER
- 244 MANAGEMENT CONSULTANT / BESTUURSKONSULTANT
- 245 MANAGER ASSISTANT, MANAGEMENT TRAINEE, GRADUATE TRAINEE, COMPANY TRAINEE, TRAINEE EXECUTIVE / BESTUURSASSISTENT, LEERLING UITVOERENDE BEAMPTTE
- 246 MANAGERS, ADMINISTRATORS, SUPERINTENDENTS / BESTUURDERS, ADMINISTRATORS, SUPERINTENDENTE
- 247 ACCOUNTING, AUDIT / OUDIT-
- 248 ADMINISTRATIVE / ADMINISTRATIEWE
- 250 ADVERTISING / ADVERTENSIE-
- 253 AREA, BRANCH, DISTRICT, REGIONAL / GEBIEDS-, TAK-, DISTRIKS-, STREEKS-
- 254 BANK / BANK
- 257 COMPANY / MAATSKAPPY-
- 259 COMPUTER, DATA-PROCESSING, SYSTEMS-(COMPUTER) / REKENAAR-, DATAVERWERKINGS-, STELSEL-(REKENAAR)
- 262 CREDIT / KREDIET-
- 263 DEVELOPMENT / ONTWIKKELINGS-
- 265 DIVISIONAL / AFDELINGS-
- 268 FACTORY / FABRIEKS-
- 270 FINANCIAL / FINANSIËLE-
- 273 GENERAL, CHIEF / ALGEMENE, HOOF-
- 274 HOTEL / HOTEL-
- 275 INDUSTRIAL / BEDRYFS-
- 279 LIAISON, PUBLICITY, PUBLIC RELATIONS / SKAKEL-, REKLAME- EN PROMOSIE-, OPENBARE BETREKKINGE
- 281 MARKET DEVELOPMENT / MARKONTWIKKELINGS-
- 282 MARKETING / BEMARKINGS-
- 283 MARKET RESEARCH / MARKNAVORSINGS-
- 284 MATERIALS / MATERIAAL-
- 285 MEDICAL, HOSPITAL / MEDIËSE, HOSPITAAL-
- 287 MILL, GRAIN-MILL, SAW-MILL, SUGAR-MILL / MEUL-, GRAANMEUL-, SAAGMEUL-, SUIKERMEUL-
- 291 PERSONNEL / PERSONEEL-
- 292 PERSONNEL DEVELOPMENT / PERSONEELONTWIKKELINGS-
- 295 PRODUCT / PRODUKTE-
- 296 PRODUCTION / PRODUKSIE-
- 297 PROJECT / PROJEK-
- 299 PURCHASING / AANKOOP-
- 300 QUALITY ASSURANCE, QUALITY CONTROL / KWALITEITSBEHEER-, GEHALTEBEHEER-
- 301 RESEARCH, RESEARCH AND DEVELOPMENT, RESEARCH DIVISION / NAVORSINGS-, NAVORSINGS- EN ONTWIKKELINGS-, NAVORSINGSAFDELING
- 302 RETAIL / KLEINHANDELS-

- 303 SALES / VERKOOPS-
- 304 STAGE / VERHOOG-
- 305 TECHNICAL / TEGNIESE
- 307 TRAINING / OPLEIDINGS-
- 311 OTHER MANAGERS, ADMINISTRATORS, SUPERINTENDENTS, N.E.C. / ANDER BESTUURDERS, ADMINISTRATEURS, SUPERINTENDENTE, N.E.V.
- 313 MANPOWER PLANNER, MANPOWER RESEARCHER / MANNEKRAGBEPLANNER, MANNEKRAG= NAVORSER
- 314 MARINE BIOLOGIST / MARINEBIOLOOG
- 320 MARKETING OFFICER / BEMARKINGSBEAMPTE
- 321 MARKETING PLANNER, MARKET RESEARCH OFFICER / BEMARKINGSBEPLANNER, MARK= NAVORSER
- 322 MARKET RESEARCH CONSULTANT / MARKNAVORSINGSKONSULTANT
- 324 MATHEMATICIAN / WISKUNDIGE
- 326 MEDICAL INSPECTOR OF SCHOOLS OR HOSPITALS / MEDIESE INSPEKTEUR VAN SKOLE OF HOSPITALE
- 327 MEDICAL OR DENTAL TECHNICIAN / MEDIESE OF TANDHEELKUNDIGE TEGNIKUS
- 329 MEDICAL PHYSICIST / MEDIESE FISIKUS
- 330 MEDICAL PHYSIOLOGIST / MEDIESE FISIOLOOG
- 331 MEDICAL RESEARCH OFFICER / MEDIESE NAVORSER
- 332 MEDICAL SPECIALISTS / MEDIESE SPESIALISTE
- 333 ANAESTHETIST / NARKOTISEUR
- 334 GYNAECOLOGIST / GINEKOLOOG
- 335 PATHOLOGIST - ALL MEDICAL COMBINATIONS (WITH M.B., CH.B. ) / PATOLOOG- ALLE MEDIESE KOMBINASIES (MET M.B., CH.B.)
- 336 PHYSICIAN SPECIALIST / INTERNIS, INTERNE GENEESKUNDE
- 337 PSYCHIATRIST / PSIGIATER
- 338 RADIOLOGIST - ALL FIELDS / RADIOLOOG- ALLE RIGTINGS
- 339 SURGEON - ALL FIELDS E.G. UROLOGIST, ORTHOPEDIC SURGEON, NEURO-SURGEON/ CHIRURG - ALLE RIGTINGS BV. UROLOOG, ORTOPEDIS, ORTOPEED, NEUROCHIRURG
- 340 OTHER MEDICAL SPECIALISTS N.E.C. OR UNKNOWN E.G. DERMATOLOGIST / ANDER MEDIESE SPESIALISTE N.E.V. OF ONBEKEND BV. DERMATOLOOG
- 341 MEDICAL TECHNOLOGIST / MEDIESE TEGNOLOOG
- 342 MEMBER OF THE ARMED FORCES, MILITARY STAFF / LID VAN DIE GEWAPENDE MAGTE, MILITêRE STAF
- 348 METEOROLOGIST / METEOROLOOG (WEERKUNDIGE)
- 349 MICRO-BIOLOGIST / MIKROBIOLOOG
- 350 MIDWIFE / VROEDVROU
- 351 MINERAL ECONOMIST / MINERAALKONOOM
- 352 MINERALOGIST / MINERALOOG (DELFTSTOFKUNDIGE)
- 256 MUSEUM OFFICER / MUSEUMBEAMPTE, MUSEUMKUNDIGE
- 360 NATURAL SCIENTISTS N.E.C. / NATUURWETENSKAPLIKES N.E.V.

- 364 NURSE / VERPLEEGKUNDIGE, VERPLEEGSTER, VERPLEËR
- 365 NURSE STUDENT / VERPLEEGSTER - LEERLING
- 366 NUTRITIONIST (ANIMALS) / VOEDINGKUNDIGE (DIERE)
- 368 OCCUPATIONAL THERAPIST / ARBEIDSTERAPEUT
- 369 OCEANOGRAPHER / OSEANOGRAAF
- 370 OENOLOGIST, VITICULTURIST / ENOLOG (WYNKUNDIGE), WYNBOUER, WYNMAKER, WINGERDBOUKUNDIGE
- 371 OPERATIONAL RESEARCH ANALYST, CONSULTANT / OPERASIONELE NAVORSINGSANALIS, -KONSULTANT
- 372 OPERATIONS RESEARCHER / OPERASIONELE NAVORSER
- 375 ORGANISATION AND METHODS INVESTIGATING ANALYST, OFFICER, WORK STUDY OFFICER / ORGANISASIE- EN METODE-ANALIS, -BEAMPTE, WERKSTUDIEBEAMPTE
- 376 ORGANIST / ORRELIS
- 379 OWNER, PROPRIETOR OF BUSINESS E.G. OWNER OF A CLOTHES SHOP / EIENAAR VAN EIE BESIGHEID BV. EIENAAR VAN KLEREWINKEL
- 385 PATENT ATTORNEY, PATENT AGENT, PATENT OFFICER / PATENTEPROKUREUR, PATENTE=AGENT, PATENTEBEAMPTE
- 389 PERSONNEL ADVISER, PERSONNEL CONSULTANT / PERSONEELADVISEUR, PERSONEEL=KONSULTANT
- 390 PERSONNEL CLERK, PERSONNEL OFFICER / PERSONEELKLERK, PERSONEELBEAMPTE
- 391 PERSONNEL DEVELOPMENT OFFICER / PERSONEELONTWIKKELINGSBEAMPTE
- 392 PHARMACIST, DRUGGIST / APTEKER, DROGIS
- 396 PHYSICIST / FISIKUS
- 397 PHYSICS TECHNICIAN / FISIESE TEGNIKUS
- 399 PHYSIOTHERAPIST / FISIOTERAPEUT
- 400 PHYTOGENIST, PLANT BREEDER / PLANTTELER
- 401 PLANNING OFFICER / BEPLANNINGSBEAMPTE
- 406 PLANT PATHOLOGIST, PHYTOPATHOLOGIST / PLANTPATOLOOG ( PLANTSIEKTEKUNDIGE), FITOPATOLOOG
- 410 POLICE AND DETECTIVE SERVICES (SAP, SAR, PRIVATE DETECTIVE) / POLISIE EN SPEURDIENS (SAP, SAS, PRIVAATSPEURDER)
- 411 POLITICAL SCIENTIST / STAATSDESKUNDIGE
- 412 POLLUTION CONTROL OFFICER (E.G. AIR, ENVIRONMENT, WATER) / BESOEDELINGS=BEHEERBEAMPTE (BV. LUG, OMGEWING, WATER)
- 415 POULTRY PATHOLOGIST, VETERINARIAN PATHOLOGIST / PLUIMVEEPATOLOOG, VEEARTSENYPATOLOOG
- 417 PRISON SERVICE PERSONNEL E.G. PRISONWARDER / GEVANGENISDIENSPERSONEEL BV. TRONKBewaarder
- 418 PRODUCTION ASSISTANT, CONTROLLER, CONTROL OFFICER, PLANNER / PRODUKSIEASSIS= TENT, -KONTROLEUR, -KONTROLEBEAMPTE, -BEPLANNER
- 419 PRODUCTION ENGINEERING ASSISTANT, OFFICER / BEDRYFSINGENIEURSWESE-ASSISTENT, -BEAMPTE
- 421 PROGRAMMER-COMPUTER / PROGRAMMEERDER-REKENAAR
- 422 PROGRAM ORGANISER - RADIO, TV / PROGRAMORGANISEERDER - RADIO, TV
- 424 PROOF READER / PROEFLESER

- 426 PROPERTY BROKER, PROPERTY DEVELOPER, PROPERTY NEGOTIATOR / EIENDOMSMAKELAAR, EIENDOMSONTWIKKELAAR, EIENDOMSONDERHANDELAAR
- 430 PSYCHOLOGIST N.E.C. E.G. RESEARCH / SIELKUNDIGE N.E.V. BV. NAVORSING
- 431 PSYCHOMETRIST / PSIGOMETRIS
- 432 PSYCHOTECHNICIAN / PSIGOTEGNIKUS
- 433 PUBLIC PROSECUTOR / STAATSAANKLAER
- 434 PUBLIC RELATIONS CONSULTANT / OPENBARE BETREKKINGE-KONSULTANT
- 435 QUANTITY SURVEYOR, BUILDING SURVEYOR / BOUREKENAAR
- 436 RADIO ANNOUNCER, TV ANNOUNCER / RADIO-OMROEPER, TV-OMROEPER
- 437 RADIOGRAPHER / RADIOGRAFIS
- 438 RADIOTHERAPIST / RADIOTERAPEUT
- 439 RECEPTIONIST, SECRETARY / ONTVANGSDAME, SEKRETARESSE
- 440 RELIGIOUS WORKERS N.E.C. E.G. VOLUNTARY WORKERS / GODSDIENSWERKERS N.E.V. BV. VRYWILLIGE WERKERS
- 441 REMEDIAL THERAPIST / REMEDIËRENDE TERAPEUT
- 442 REPRESENTATIVES E.G. ADVERTISING, FACTORY, MARKETING, SALES, SERVICE / VER-  
TEENWOORDIGERS BV. ADVERTENSIE-, FABRIEKS-, BEMARKINGS-, VERKOOPS-, DIENS
- 444 SALESMAN / VERKOOPSMAN
- 445 SALES WORKERS N.E.C. E.G. SALES PROMOTOR / VERKOOPSWERKERS N.E.V. BV. VERKOOPSPROMOTOR
- 447 SECRETARY N.E.C. E.G. CLUB, INSTITUTE, SCHOOL / SEKRETARIS N.E.V. BV. KLUB, INSTITUUT, SKOOL-
- 448 SECRETARY-TREASURER / SEKRETARIS-TESSOURIER
- 451 SERVICE CAPACITY OCCUPATIONS N.E.C. E.G. CHEF, FLIGHT STEWARD, TOURIST GUIDE / DIENSTE BEROEPE N.E.V. BV. KOK, VLUGKELNER, TOERGIDS
- 452 SOCIAL WORKER, WELFARE OFFICER / MAATSKAPLIKE WERKER, WELSYNSBEAMPTTE
- 453 SOCIO-EDUCATIONIST / SOSIOPEDAGOOG
- 454 SOCIOLOGIST / SOSIOLOOG
- 455 SOIL SCIENTIST / GRONDKUNDIGE (BODEMKUNDIGE)
- 458 SPEECH THERAPIST / SPRAAKTERAPEUT
- 459 SPEECH THERAPIST AND AUDIOLOGIST / SPRAAKTERAPEUT EN OUDIOLOOG
- 460 STATISTICIAN / STATISTIKUS
- 462 STOCKBROKER / AANDELEMAKELAAR
- 463 STUDENT COUNSELLOR / STUDENTEVOORLIGTER
- 466 SYSTEMS ACCOUNTANT OR AUDITOR / STELSELREKENMEESTER OF OUDITEUR
- 467 SYSTEMS ANALYST, SYSTEMS DESIGNER (COMPUTER) / STELSELONTLEDER, STELSEL-  
ONTWERPER (REKENAAR)
- 468 SYSTEMS ANALYST AND PROGRAMMER / STELSELONTLEDER EN PROGRAMMEERDER
- 471 TEACHER - ANY SCHOOL / ONDERWYSER - ENIGE SKOOL
- 473 TECHNICAL ASSISTANT OR TECHNICAL OFFICER (FIELD UNKNOWN) / TEGNIESE  
ASSISTENT OF TEGNIESE BEAMPTTE (RIGTING ONBEKEND)
- 475 TECHNICIAN N.E.C. E.G. TOWN AND REGIONAL PLANNING / TEGNIKUS N.E.V. BV. STADS- EN STREEKSBEPLANNING



- 477 TECHNOLOGIST N.E.C. E.G. EDUCATIONAL, CYTOGENETIC / TEGNOLOOG N.E.V. BV.  
OPVOEDKUNDIGE, SITOGENETIKA
- 479 TOWN AND REGIONAL PLANNER, TOWN PLANNER / STADS- EN STREEKSBEPLANNER, DORPS=  
BEPLANNER
- 481 TOWN PLANNER AND ARCHITECT / STADSBEPLANNER EN ARGITEK
- 484 TRACER / NATREKKER
- 485 TRAINING CONSULTANT / OPLEIDINGSKONSULTANT
- 486 TRAINING OFFICER / OPLEIDINGSBEAMPTTE
- 487 TRANSLATOR / VERTALER
- 491 TREASURER / TESOURIER
- 492 TRUST OFFICER / TRUSTBEAMPTTE
- 493 TV PRODUCER / TV-REGISSEUR
- 494 TV PRODUCTION SECRETARY / TV-PRODUKSIESEKRETARESSSE
- 496 TYPIST / TIKSTER
- 499 VETERINARIAN / VEEARTS
- 502 VIROLOGIST / VIROLOOG
- 503 VOCATIONAL COUNSELLOR, VOCATIONAL GUIDANCE OFFICER, VOCATIONAL OFFICER /  
BEROEPSRAADGEWER, BEROEPSVOORLIGTER, BEROEPSKUNDIGE
- 505 WOOD TECHNOLOGIST / HOUTTEGNOLOOG
- 506 ZOOLOGIST , MAMMALOGIST / DIERKUNDIGE, DIEREKOLOOG, SOOGDIERKUNDIGE
- 507 PERSONS OUTSIDE THE LABOUR MARKET / PERSONE BUIITE DIE ARBEIDSMARK
- 508 HOUSEWIFE / HUISVROU
- 510 PENSIONER / UITDIENSGETREDENE, PENSIOENTREKKER
- 512 STUDENT (POST-GRADUATE) / STUDENT (NA-GRAADS)
- 513 UNEMPLOYED / WERKLOOS
- 514 OTHER E.G. MEDICALLY UNFIT / ANDER BV. MEDIES ONGESKIK

BYLAE

BEROEPSLYS

- 462 AANDELEMAKELAAR / STOCKBROKER
- 062 AANKOPER,INKOPER / BUYER,PURCHASER
- 184 AARDRYKSKUNDIGE / GEOGRAPHER
- 008 ADMINISTRATIEWE ASSISTENT (AA) / ADMINISTRATIVE ASSISTANT (AA)
- 009 ADMINISTRATIEWE ASSISTENT (SENIOR) (SAA) , HOOFKLERK,SENIORKLERK / ADMINISTRATIVE ASSISTANT(SENIOR)(SAA),CHIEF CLERK,SENIOR CLERK
- 010 ADMINISTRATIEWE BEAMPTTE BV.AB,BAB,SAB / ADMINISTRATIVE OFFICER E.G.AO,ACO,SAO
- 012 ADVERTENSIEKONSULTANT, REKLAMEKONSULTANT / ADVERTISING CONSULTANT,PUBLICITY CONSULTANT
- 013 ADVOKAAT / ADVOCATE
- 192 AFDELINGSHOOF / HEAD OF DEPARTMENT
- 077 AFRIGTER BV. TENNIS, VERMAAKLIKHEIDSWERKER,ONTSPANNINGS-, SPORTBEAMPTTE(-OFFISIER) / COACH E.G. TENNIS,ENTERTAINMENT WORKER, RECREATION,SPORTS OFFICER
- 014 AGENTE N.E.V. BV. BESTELLINGS-,FABRIEKS-, VERSKEPINGS-, ANDER / AGENTS N.E.C. E.G. INDENT,MANUFACTURING,SHIPS, OTHER
- 005 AKTEUR / ACTOR
- 007 AKTUARIËLE KLERK-INGESKREWE, AKTUARIËLE STUDENT / ACTUARY CLERK-ARTICLED,ACTUARY STUDENT
- 181 ALGEMENE MEDIESE PRAKTISYN, KLINIESE ASSISTENT(SPECIALISEER BV. NARKOSE)/GENERAL MEDICAL PRACTITIONER,PHYSICIAN(E.G.PHYSICIAN SPECIALIZING IN ANAESTHESIA)
- 036 AMBAGSMANNE,OPERATEURS EN HALFGESKOOLDE WERKERS BV. SLAGTER,SETTER,SWEISER / ARTISANS,OPERATORS AND SEMI-SKILLED WORKERS E.G. BUTCHER,COMPOSITOR , WELDER
- 026 ANALITIESE CHEMIKUS / ANALYTICAL CHEMIST
- 029 ANTROPOLOOG,ARGEOLOOG,ETNOLOOG / ANTHROPOLOGIST,ARCHAEOLOGIST,ETHNOLOGIST
- 392 APTEKER, DROGIS / PHARMACIST,DRUGGIST
- 031 ARACHNOLOOG,ENTOMOLOOG / ARACHNOLOGIST,ENTOMOLOGIST
- 230 ARBEIDSEKONOOM/ LABOUR ECONOMIST
- 368 ARBEIDSTERAPEUT / OCCUPATIONAL THERAPIST
- 032 ARGITEK(OOK ARGITEK-ASSISTENT) / ARCHITECT (ALSO ARCHITECT-IN-TRAINING)
- 034 ARGIVARIS,KURATOR,HERALDIKUS/ ARCHIVIST,CURATOR,HERALDIST
- 222 ASSURANSIE-AGENT, VERSEKERINGSKONSULTANT / INSURANCE AGENT , INSURANCE CONSULTANT
- 046 BANKIER / BANKER
- 045 BANKKLERK / BANK CLERK
- 059 BEDRYFS-,NYWERHEIDSADVISEUR,-ANALIS,-KONSULTANT,-KONTROLEUR/BUSINESS,INDUSTRIAL ADVISER,ANALYST,CONSULTANT,CONTROLLER
- 206 BEDRYFSCHEMIKUS, INDUSTRIËLE CHEMIKUS / INDUSTRIAL CHEMIST
- 060 BEDRYFSEKONOOM / BUSINESS ECONOMIST
- 207 BEDRYFSIELKUNDIGE,INTERNBEDRYFSIELKUNDIGE,PERSONEELSIELKUNDIGE / INDUSTRIAL PSYCHOLOGIST,INTERN INDUSTRIAL PSYCHOLOGIST, PERSONNEL PSYCHOLOGIST
- 419 BEDRYFSINGENIEURSWESE-ASSISTENT,-BEAMPTTE / PRODUCTION ENGINEERING ASSISTANT, OFFICER

225 BELEGGINGSADVISEUR, BELEGGINGSANALIS / INVESTMENT ADVISER, INVESTMENT ANALYST  
 320 BEMARKINGSBEAMPTTE / MARKETING OFFICER  
 321 BEMARKINGSBEPLANNER, MARKNAVORSER / MARKETING PLANNER, MARKET RESEARCH OFFICER  
 401 BEPLANNINGSBEAMPTTE / PLANNING OFFICER  
 503 BEROEPSRAADGEWER, BEROEPSVOORLIGTER, BEROEPSKUNDIGE / VOCATIONAL COUNSELLOR, VOCATIONAL GUIDANCE OFFICER, VOCATIONAL OFFICER  
 412 BESOEDDELINGSBEHEERBEAMPTTE (BV. LUG, OMGEWING, WATER) / POLLUTION CONTROL OFFICER (E.G. AIR, ENVIRONMENT, WATER)  
 246 BESTUURDERS, ADMINISTRATORS, SUPERINTENDENTE / MANAGERS, ADMINISTRATORS, SUPERINTENDENTS  
 299 AANKOOP- / PURCHASING  
 248 ADMINISTRATIEWE / ADMINISTRATIVE  
 250 ADVERTENSIE- / ADVERTISING  
 265 AFDELINGS- / DIVISIONAL  
 273 ALGEMENE, HOOF- / GENERAL, CHIEF  
 254 BANK- / BANK  
 275 BEDRYFS- / INDUSTRIAL  
 282 BEMARKINGS- / MARKETING  
 259 DATAVERWERKINGS-, REKENAAR-, STELSEL- (REKENAAR) / DATA PROCESSING, COMPUTER, SYSTEMS-(COMPUTER)  
 253 DISTRIKS-, GEBIEDS-, STREEKS-, TAK- / DISTRICT , AREA, REGIONAL, BRANCH  
 268 FABRIEKS- / FACTORY  
 270 FINANSIËLE / FINANCIAL  
 300 GEHALTEBEHEER-, KWALITEITSBEHEER- / QUALITY ASSURANCE, QUALITY CONTROL  
 274 HOTEL-/ HOTEL  
 302 KLEINHANDELS- / RETAIL  
 262 KREDIET- / CREDIT  
 257 MAATSKAPPY- / COMPANY  
 283 MARKNAVORSINGS- / MARKET RESEARCH  
 281 MARKONTWIKKELINGS-/ MARKET DEVELOPMENT  
 284 MATERIAAL- / MATERIALS  
 285 MEDIESE, HOSPITAAL- / MEDICAL, HOSPITAL  
 287 MEUL-, GRAANMEUL-, SAAGMEUL-, SUIKERMEUL- / MILL, GRAIN-MILL, SAW-MILL, SUGAR-MILL  
 301 NAVORSINGS-, NAVORSINGSAFDELING-, NAVORSINGS- EN ONTWIKKELINGS- / RESEARCH, RESEARCH DIVISION, RESEARCH AND DEVELOPMENT  
 263 ONTWIKKELINGS- / DEVELOPMENT  
 279 OPENBARE BETREKKINGE, REKLAME- EN PROMOSIE-, SKAKEL- / PUBLIC RELATIONS, PUBLICITY, LIAISON  
 307 OPLEIDINGS- / TRAINING  
 247 OUDIT- / ACCOUNTING, AUDIT  
 291 PERSONEEL- / PERSONNEL  
 292 PERSONEELONTWIKKELINGS- / PERSONNEL DEVELOPMENT

296 PRODUKSIE- / PRODUCTION

295 PRODUKTE- / PRODUCT

297 PROJEK-/ PROJECT

305 TEGNIESE / TECHNICAL

304 VERHOOG- / STAGE

303 VERKOOPS-/ SALES

311 ANDER BESTUURDERS, SUPERINTENDENTE, ADMINISTRATORS N.E.V. / OTHER MANAGERS, SUPERINTENDENTS, ADMINISTRATORS N.E.C.

245 BESTUURSASSISTENT, LEERLING UITVOERENDE BEAMPTTE / MANAGER ASSISTENT, MANAGEMENT TRAINEE, GRADUATE TRAINEE, COMPANY TRAINEE, TRAINEE EXECUTIVE

244 BESTUURSKONSULTANT / MANAGEMENT CONSULTANT

243 BESTUURSREKENMEESTER / MANAGEMENT ACCOUNTANT

240 BIBLIOTEKARIS, BIBLIOTEEKASSISTENT / LIBRARIAN, LIBRARIAN ASSISTANT

047 BIOCHEMIKUS / BIOCHEMIST

048 BIOLOGIESE WETENSKAPPETEGNIKUS / BIOLOGICAL SCIENCES TECHNICIAN

049 BIOLOOG / BIOLOGIST

050 BIOMETRIKUS / BIOMETRICIAN

011 BOEDELBEREDDERAAR, BOEDELKONSULTANT / ADMINISTRATOR OF AN ESTATE, ESTATE CONSULTANT

167 BOEDELKLERK, BOEDELONDERSOEKER / ESTATE CLERK, ESTATE EXAMINER

053 BOEKHOUER / BOOKKEEPER

169 BOER / FARMER

177 BOSBOU TEGNIKUS / FORESTRY TECHNICIAN

058 BOUKUNDIGE, BOUTEGNOLOOG, BOU-OPSIENER / BUILDING SCIENTIST, BUILDING TECHNOLOGIST, CONSTRUCTION SUPERVISOR

435 BOUREKENAAR / QUANTITY SURVEYOR, BUILDING SURVEYOR

069 CHEMIESE TEGNIKUS, BIOCHEMIESE TEGNIKUS / CHEMICAL TECHNICIAN, BIOCHEMICAL TECHNICIAN

071 CHEMIKUS(SKEIKUNDIGE)(NTE APTEKER NIE), NAVORSINGSHEMIKUS / CHEMIST (NOT PHARMACIST), RESEARCH CHEMIST

072 CHIROPRAKTISYN / CHIROPRACTICIAN

102 DANSER, DANSONDERWYSER, MUSIKUS, MUSIEKONDERWYSER, SANGER / DANCER, DANCING TEACHER, MUSICIAN, MUSIC TEACHER, SINGER

107 DIEETKUNDIGE / DIETICIAN

451 DIENSTE BEROEPE N.E.V. BV. KOK, VLUGKELNER, TOERGIDS / SERVICE CAPACITY OCCUPATIONS N.E.C. E.G. CHEF, FLIGHT STEWARD, TOURIST GUIDE

506 DIERKUNDIGE, DIEREKOLOOG, SOOGDIERKUNDIGE / ZOOLOGIST, MAMMALOGIST

108 DIPLOMAAT, BUITELANDSE DIENSBEAMPTTE, LEDE VAN DIE DIPLOMATIEKE DIENS / DIPLOMAT, FOREIGN SERVICE OFFICIAL, MEMBERS OF THE DIPLOMATIC CORPS

109 DIREKTEURE, UITVOERENDE AMPTENARE / DIRECTORS, EXECUTIVES

126 BEMARKINGS-/ MARKETING

124 BESTURENDE / MANAGING

118 DIREKTEUR VAN MAATSKAPPYE / DIRECTOR OF COMPANIES

- 123 FINANSIËLE / FINANCIAL
- 113 LANDBOU-/ AGRICULTURAL
- 115 MAATSKAPPY- / COMPANY
- 127 MARKNAVORSINGS-/ MARKET RESEARCH
- 132 NAVORSINGS-/ RESEARCH
- 130 OPENBARE BETREKKINGE / PUBLIC RELATIONS
- 128 PERSONEEL-/ PERSONNEL
- 129 PRODUKSIE / PRODUCTION
- 134 TEGNIESE / TECHNICAL
- 122 UITVOER- / EXPORT
- 121 UITVOERENDE / EXECUTIVE
- 133 VERKOOPS- / SALES
- 137 ANDER DIREKTEURE, UITVOERENDE AMPTENARE N.E.V. OF RIGTING ONBEKEND, BV. INSTITUUT / OTHER DIRECTORS, EXECUTIVES N.E.C. OR FIELD UNKNOWN, E.G. OF INSTITUTE
- 237 DOSENT (DEELTYDS) EN STUDENT (VOLTYDS) / LECTURER (PART-TIME) AND STUDENT (FULL-TIME)
- 236 DOSENT, LEKTOR, PROFESSOR (UNIVERSITEITE, KOLLEGES EN ANDER) /LECTURER, PROFESSOR (UNIVERSITIES, COLLEGES AND OTHER)
- 379 EIENAAR VAN EIE BESIGHEID BV. EIENAAR VAN KLEREWINKEL / OWNER, PROPRIETOR OF BUSINESS E.G. OWNER OF A CLOTHES SHOP
- 166 EIENDOMSAGENT / ESTATE AGENT
- 426 EIENDOMSMAKELAAR, EIENDOMSONTWIKKELAAR, EIENDOMSONDERHANDELAAR / PROPERTY BROKER, PROPERTY DEVELOPER, PROPERTY NEGOTIATOR
- 140 EKOLOOG / ECOLOGIST
- 141 EKONOMIESE, FINANSIËLE ADVISEUR, ANALIS, KONTROLEUR, FINANSIËLE MAKELAAR / ECONOMIC, FINANCIAL ADVISER, ANALYST, CONTROLLER, FINANCIAL BROKER
- 142 EKONOM (VERTAKKING ONBEKEND) / ECONOMIST (BRANCH UNKNOWN)
- 370 ENOLOOG (WYNKUNDIGE), WYNBOUER, WYNMAKER, WINGERDBOUKUNDIGE / OENOLOGIST, VITICULTURIST
- 171 FINANSIËLE REKENMEESTER / FINANCIAL ACCOUNTANT
- 397 FISIËSE TEGNIKUS / PHYSICS TECHNICIAN
- 396 FISIËKUS / PHYSICIST
- 399 FISIOTERAPEUT / PHYSIOTHERAPIST
- 174 FORENSIESE WETENSKAPLIKE / FORENSIC SCIENTIST
- 064 GEBOUE-OPSIGTER / CARETAKER
- 201 GEESTESWETENSKAPLIKE N.E.V. OF SPESIFIEKE BEROEP ONBEKEND BV. NAVORSER / HUMAN SCIENTIST N.E.C. OR SPECIFIC OCCUPATION UNKNOWN E.G. RESEARCHER
- 147 GEHALTEKONTROLEUR, KWALITEITSKONTROLE BEAMPTTE / EFFICIENCY CONTROLLER, QUALITY CONTROL OFFICER
- 182 GENETIKUS / GENETICIST
- 183 GEOCHEMIKUS / GEOCHEMIST
- 187 GEOFISIËKUS / GEOPHYSICIST
- 185 GEOLOOG / GEOLOGIST

- 198 GESKIEDKUNDIGE / HISTORIAN
- 417 GEVANGENISDIENSPERONEEL BV. TRONKBewaarder / PRISON SERVICE PERSONNEL E.G. PRISONWARDER
- 440 GODSDIENSWERKERS N.E.V.BV.VRYWILLIGE WERKERS / RELIGIOUS WORKERS N.E.C. E.G. VOLUNTARY WORKERS
- 189 GRAFIESE ONTWERPER / GRAPHIC DESIGNER
- 455 GRONDKUNDIGE (BODEMKUNDIGE) / SOIL SCIENTIST
- 202 HIDROBIOLOOG / HYDROBIOLOGIST
- 204 HIDROLOOG / HYDROLOGIST
- 197 HOË UITVOERENDE POS BV. KOMMISSARIS-GENERAAL, REGISTRATEUR VAN 'N UNIVERSITEIT / HIGH EXECUTIVE POST E.G.COMMISSIONER-GENERAL,REGISTRAR OF UNIVERSITY
- 505 HOUTTEGNOLOOG / WOOD TECHNOLOGIST
- 138 HUISHOUDKUNDIGE, HUISHOUDKUNDIGE-VOORLIGTINGSBEAMPTE / DOMESTIC SCIENTIST, HOME ECONOMIST
- 148 INDIENSNEMINGSBEAMPTE, WERKVERSKAFFINGSBEAMPTE, WERWINGSBEAMPTE / EMPLOYMENT OFFICER, RECRUITMENT OFFICER
- 151 INGENIEURS / ENGINEERS
- 154 CHEMIESE/ CHEMICAL
- 156 ELEKTRIESE, ELEKTRONIESE, TELEKOMMUNIKASIE / ELECTRICAL, ELECTRONIC, TELECOMMUNICATIONS
- 159 MEGANIESE / MECHANICAL
- 155 SIVIELE / CIVIL
- 163 STELSEL / SYSTEMS
- 162 STRUKTURELE / STRUCTURAL
- 164 ANDER INGENIEURS N.E.V. / OTHER ENGINEERS N.E.C.
- 165 INGENIEURSTEGNIKUS ALLE RIGTINGS / ENGINEER TECHNICIAN ANY FIELD
- 211 INLIGTINGSBEAMPTE / INFORMATION OFFICER
- 210 INLIGTINGSKONTROLEUR / INFORMATION CONTROLLER
- 212 INLIGTINGSWETENSKAPLIKE / INFORMATION SCIENTIST
- 214 INSPEKTEUR VAN ONDERWYS / INSPECTOR OF EDUCATION
- 219 INSPEKTEUR VAN WERKE / INSPECTOR OF WORKS
- 220 INSPEKTEURSTEGNIKUS N.E.V. BV. INSPEKTEUR VAN MIELIERAAD OF VLEISRAAD / INSPECTOR TECHNICIAN N.E.C. E.G. INSPECTOR OF MAIZE BOARD OR MEAT BOARD
- 221 INSTRUKTEUR / INSTRUCTOR
- 200 INTERN (HUISDOKTERJAAR IN 'N HOSPITAAL) / HOUSEMAN, INTERN
- 068 KAPELAAN,DOMINEE, PREDIKANT,SENDELING,PRIESTER / CHAPLAIN,CLERGYMAN,MINISTER, MISSIONARY, PRIEST
- 065 KARTOGRAAF / CARTOGRAPHER
- 066 KASSIER, BETAALMEESTER / CASHIER, PAYMASTER
- 082 KLERK VAN DIE RAAD / COMMITTEE CLERK
- 075 KLERK(NIE INGESKREWE KLERK NIE),STOORMAN / CLERK(NOT ARTICLED CLERK),STORE=MAN
- 076 KLINIESE SIELKUNDIGE(OOK KLINIESE INTERN) / CLINICAL PSYCHOLOGIST (ALSO CLINICAL-INTERN)

- 091 KOÖRDINEERDERS, LEIERS EN BEPLANNERS VAN PROEKE BV. PROEKBEPANNER/CO-OR= DINATORS, LEADERS AND PLANNERS OF PROEKS E.G. PROEKBEPANNER
- 092 KOPIESKRYWER, JOERNALIS, VERSLAGGEWER / COPY WRITER, JOURNALIST, REPORTER
- 093 KOSTEREKENMEESTER / COST ACCOUNTANT
- 097 KREDIETANALIS, KREDIETKONTROLEUR, KREDIETBEHEERBEAMPTE / CREDIT ANALYST, CREDIT CONTROLLER, CREDIT CONTROL OFFICER
- 098 KULTURBEAMPTE / CULTURAL OFFICER
- 037 KUNSTENAAR, KUNSEN KUNSVLYTONDERWYSER, KLEURKONSULTANT, BEELDHOUER, HANDELS= KUNSTENAAR / ARTIST, ARTS AND CRAFTS TEACHER, COLOUR CONSULTANT, SCULPTOR
- 228 LABORATORIUMASSISTENT RIGTING ONBEKEND, LABORATORIUMTEGNIKUS RIGTING ONBEKEND / LABORATORY ASSISTANT FIELD UNKNOWN, LABORATORY TECHNICIAN FIELD UNKNOWN
- 229 LABORATORIUMASSISTENT MET B.SC.-GRAAD, LABORATORIUMTEGNIKUS MET B.SC.-GRAAD / LABORATORY ASSISTANT WITH B.SC.DEGREE, LABORATORY TECHNICIAN WITH B.SC.DEGREE
- 016 LANDBOU-EKONOOM/ AGRICULTURAL ECONOMIST
- 019 LANDBOUNAVORSER / AGRICULTURAL RESEARCHER
- 021 LANDBOUTEGNIKUS / AGRICULTURAL TECHNICIAN
- 017 LANDBOUVOORLIGTER / AGRICULTURAL EXTENSION OFFICER
- 020 LANDBOUWETENSKAPLIKE, LANDBOUKUNDIGE / AGRICULTURAL SCIENTIST, AGRICULTURIST
- 242 LANDDROS / MAGISTRATE
- 234 LANDMETER / LAND SURVEYOR
- 232 LANDSKAPSARGITEK / LANDSCAPE ARCHITECT
- 342 LID VAN DIE GEWAPENDE MAGTE, MILITêRE STAF / MEMBER OF THE ARMED FORCES, MILITARY STAFF
- 052 LOSIESHUISHOUDSTER, HUISVADER (LEERLING HUISVADER), MATRONE (NIE VERPLEEGKUNDE NIE) / BOARDING HOUSEKEEPER, HOUSEMASTER (HOSTEL TRAINEE), MATRON (NOT NURSING)
- 023 LUGWAARDIN / AIR HOSTESS
- 452 MAATSKAPLIKE WERKER, WELSYNSBEAMPTE / SOCIAL WORKER, WELFARE OFFICER
- 083 MAATSKAPPYREKENMEESTER / COMPANY ACCOUNTANT
- 085 MAATSKAPPYSEKRETARIS, GROEPSEKRETARIS / COMPANY SECRETARY, GROUP SECRETARY
- 313 MANNEKRAGBEPLANNER, MANNEKRAGNAVORSER / MANPOWER PLANNER, MANPOWER RESEARCHER
- 314 MARINEBIOLOOG / MARINE BIOLOGIST
- 322 MARKNAVORSINGSKONSULTANT / MARKET RESEARCH CONSULTANT
- 329 MEDIIESE FISIKUS / MEDICAL PHYSICIST
- 330 MEDIIESE FISILOOG / MEDICAL PHYSIOLOGIST
- 326 MEDIIESE INSPEKTEUR VAN SKOLE OF HOSPITALE / MEDICAL INSPECTOR OF SCHOOLS OR HOSPITALS
- 331 MEDIIESE NAVORSER / MEDICAL RESEARCH OFFICER
- 327 MEDIIESE OF TANDHEELKUNDIGE TEGNIKUS / MEDICAL OR DENTAL TECHNICIAN
- 332 MEDIIESE SPESIALISTE / MEDICAL SPECIALISTS
- 339 CHIRURG - ALLE RIGTINGS BV. NEUROCHIRURG, ORTOPEDIS, ORTOPEED, UROLOOG / SURGEON - ALL FIELDS E.G. NEURO-SURGEON, ORTHOPEDIC SURGEON, UROLOGIST

334 GINEKOLOOG / GYNAECOLOGIST

336 INTERNIS, INTERNE GENEESKUNDE / PHYSICIAN SPECIALIST

333 NARKOTISEUR / ANAESTHETIST

335 PATOLOOG - ALLE MEDIESE KOMBINASIES (MET M.B.,CH.B.) / PATHOLOGIST - ALL MEDICAL COMBINATIONS (WITH M.B.,CH.B.)

337 PSIGIATER / PSYCHIATRIST

338 RADIOLOOG - ALLE RIGTINGS/ RADIOLOGIST - ALL FIELDS

340 ANDER MEDIESE SPESIALISTE N.E.V. OF ONBEKEND BV. DERMATOLOOG / OTHER MEDICAL SPECIALISTS N.E.C. OR UNKNOWN E.G. DERMATOLOGIST

341 MEDIESE TEGNOLOOG / MEDICAL TECHNOLOGIST

101 MELKERYTEGNOLOOG / DAIRY TECHNOLOGIST

348 METEOROLOOG (WEERKUNDIGE)/ METEOROLOGIST

349 MIKROBIOLOOG / MICRO-BIOLOGIST

351 MINERAALKONOOM / MINERAL ECONOMIST

352 MINERALOOG (DELSTOFKUNDIGE) / MINERALOGIST

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